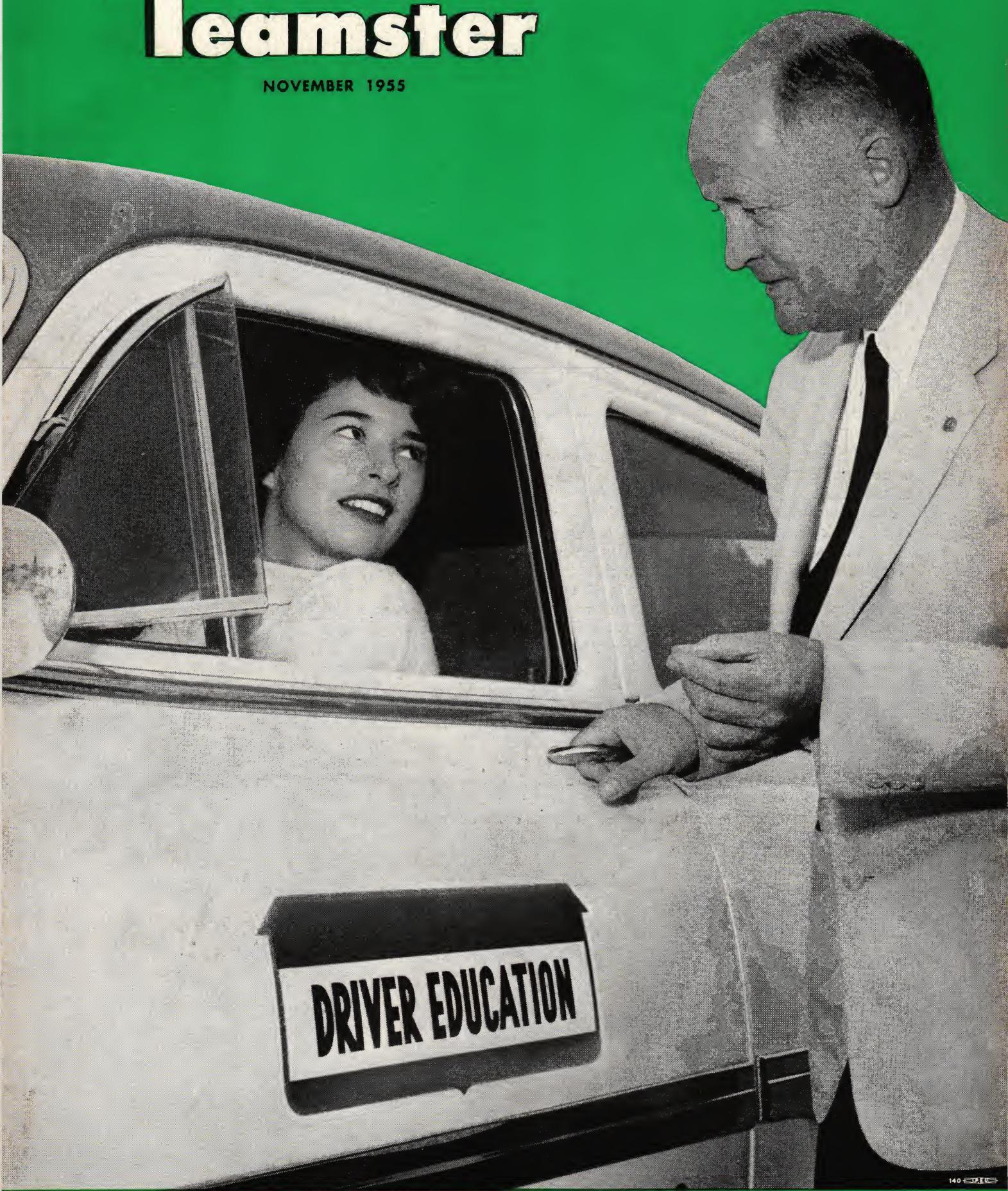


THE INTERNATIONAL **Teamster**

NOVEMBER 1955



TRAINING TOMORROW'S DRIVERS



Teamsters Salute TEXAS

THIS month we salute Texas. Some people think of Texas as a state of the union. Texas is more a state of the mind.

Free-wheeling, big-talking, expansive, generous; Texans look with condescending pity on all non-Texans who, thereby, cannot lay claim to being part of the "biggest, best, longest, widest, tallest, richest, coldest, hottest, wettest, driest, goldurnest state in the U. S. A. !"

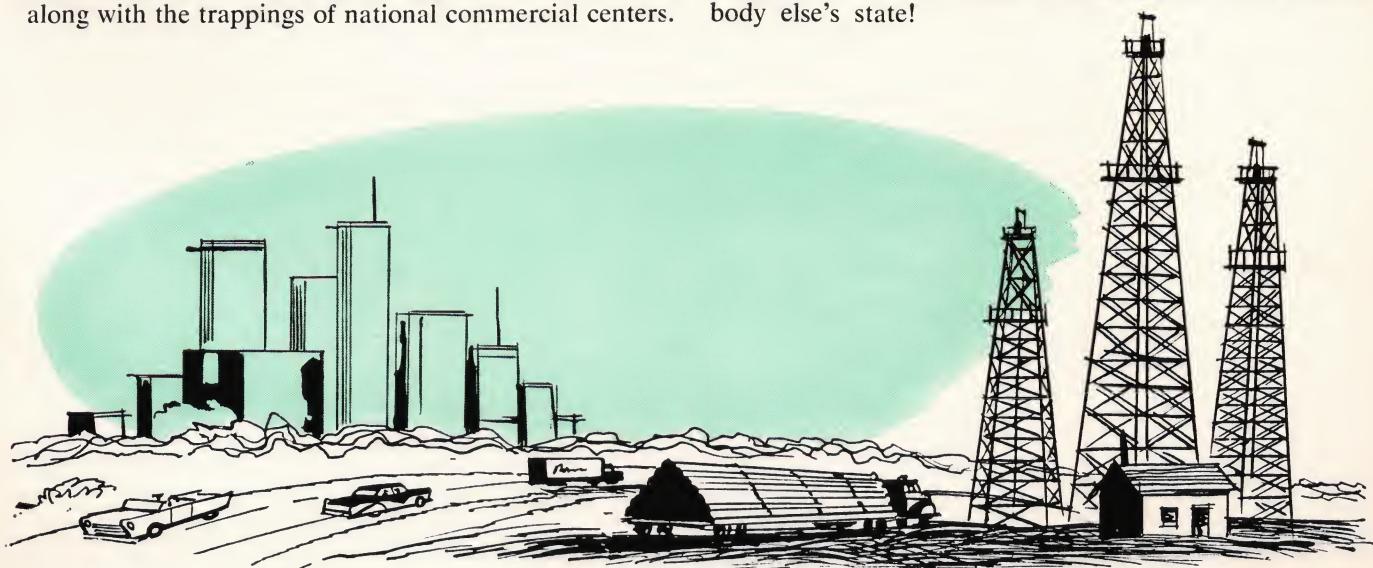
Actually, one of the biggest things about the state of Texas is the myth of its super-Chamber-of-Commerce boosters. There are indeed "professional Texans" whose rantings are either aggravating, ridiculous or both. But the overwhelming majority of Texans don't fall in this category. Most people like most of its 7,711,194 citizens who live within its 267,339 square miles. The state has some "coming" metropolitan areas where the population, becoming dense, is able to support many cultural establishments. Houston and Dallas, particularly, are acquiring cosmopolitan atmospheres along with the trappings of national commercial centers.

It is a state of contrasts, from bare-foot yodeling hillbillies to top-hatted opera-goers.

"Texas" comes from an Indian word meaning "friend" and when early explorers pushed into the area they found the Tejas Indian tribe living peacefully there. These friendly Indians soon found themselves being pushed aside in favor of the not-so-friendly white tribe which settled, revolted against the mother-country of Mexico, made an ill-advised stand at the Alamo which resulted in all defenders being slaughtered.

Most states saluted on these pages have some outstanding feature or characteristics of which they are justly proud. To list those relative to Texas would require all of this magazine and perhaps two or three succeeding issues. Suffice it to say that Texas leads in climate differentials (you can swim on the Gulf Coast while it's snowing in the Panhandle); size (it's farther from Texarkana, Texas to El Paso than it is from Texarkana to Chicago); products (it leads in the production of more than 30 minerals and in cotton, cattle and citrus fruit).

When Texas joined the union (or vice-versa as some Texans maintain!) provision was made for it to split, at its option, into as many as five states. To do so would be politically expedient but it probably will never happen. No Texan wants The Alamo to be in somebody else's state!



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THE INTERNATIONAL Teamster



DAVE BECK

Editor

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and entered as second class matter at the post office at Washington, D. C., under the Act of March 3, 1879. Accepted for mailing at special rates of postage provided for in Section 1108, Act of October 2, 1917. Authorized July 9, 1918. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)



Letter from General President DAVE BECK

Progress Report

WITH THIS ISSUE of our magazine we are presenting a report with tables on the improvements in wages, hours and conditions which our people have won since December, 1952. This survey was prepared by our economist Al Weiss, and appears on page 6. I urge every member of our International to read it.

This survey was made on the basis of a mail questionnaire and we received replies from 770 out of 870 locals, which represents an excellent response. I will not go into detail here on the survey, but would like to observe that it shows that our people, on an average, have won almost 30 cents an hour—to be exact, 29.85 cents per hour, since December 1, 1952.

I would strongly recommend that our members note especially the improvements in the matter of paid vacations, holidays, health and welfare and pensions.

This report shows in facts and figures the value of strong organization and aggressive organizing programs on an area and National Trade Division basis. The survey should make an excellent organizing tool in itself. Do not fail to read the report thoroughly.

Many of the locals reported their success as due to the area conference form of organization which enabled all locals of an area to pool their strength; to the establishment and functioning of national trade divisions, which drew together locals in a given trade or industry and enabled them to exchange ideas and information for their mutual aid and to lend active support to their sister locals; to the growing practice of negotiating agreements on an area, state, industry, or company-wide basis, which both eliminated inequities and

raised standards; to the ever-increasing spirit of cooperation between local unions, joint councils, and area conferences; and finally, to the active, dynamic, and interested leadership at all levels of the International Union.

Dedication of New Headquarters

The most important Union news of the International Brotherhood of Teamsters for November will be the dedication of our new Headquarters Building in Washington, D. C. The dedication program will take place on Friday afternoon, November 4. President George Meany of the American Federation of Labor will make the dedicatory address.

It is appropriate to make some comment about the dedication of the new building at this time, just before the formal ceremonies. Your magazine will be reaching most of the membership about the time, or shortly before the ceremonies are held in Washington, and in this way all will share or participate in some measure in our dedication. A full account of the exercises and the events will be published in the next issue of the magazine.

Looking back somewhat into the origin and background of our Union, I find that it is just 52 years ago that this organization became the affiliate of the American Federation of Labor. Our International Union was chartered in October, 1903, when an amalgamation convention was held at Niagara Falls, N. Y. This convention formed the Teamsters National Union of America. That small group of delegates represented 50,000 drivers and they were endowed with a great determination to be a vital force in the transportation industry and in the labor movement of their times.

That spirit of 52 years ago set the keynote which has actuated us to this day. In 1955 we are determined to be a vital force in our industry —in the great business of the distribution of goods and the performance of services—and to be a strong force in American labor.

Those men who met in Niagara Falls were fundamental in their approach; they wanted to improve the wages, hours and conditions of team drivers through Union action. That purpose is just as sound today as it was in October, 1903.

When we dedicate our new building, we will have reached an important landmark in progress and service. This great structure in Washington, D. C., is more than a collection of rooms and offices and facilities in a well-

designed building near the Capitol of the United States. This edifice is a great tribute to our International Union of the past and present, a great symbol of service for today and a promise of greater service for tomorrow.

As satisfying as it may be to look at our achievements of more than half a century and to take pride in our past, our greatest duty is to the present and to the future. We are beset with challenges on many fronts. We can meet those challenges by courageously facing the facts of today, not the tradition of yesterday, as important as it may be.

Industry is constantly changing and we too must change our procedures and techniques. We must keep pace with the times. We must look forward at the challenges of tomorrow and the promises which can only be fulfilled if we all work hard, meeting the problems of today and tomorrow with the intelligence and resourcefulness necessary to overcome all obstacles.

To meet those problems we have developed this great Headquarters Building—a great monument to service. This building we are dedicating is designed for service—service to our members now and in the future to build a better Union, a better labor movement, and a better America.

Fraternally,



Teamster Delegates Named for 1955 Convention

Full preparations have been made for representation by the International Brotherhood of Teamsters at the 1955 convention of the American Federation of Labor and the convention of the merged organization to be known as the American Federation of Labor and Congress of Industrial Organizations. Delegates have been named for the AFL convention and for the AFL Building and Construction Trades Department and the Union Label and Service Trades Department.

The delegates to the AFL and the merger convention December 1-9 include: General President Dave

Beck, General Secretary-Treasurer John F. English, General President Emeritus Daniel J. Tobin, Robert Lester, Washington, D. C.; John F. Biggers, Memphis, Tenn.; Peter J. Postma, Albany, N. Y.; B. I. Bowen, Seattle, Wash.; Lawrence Steinberg, Toledo, Ohio; Ray Schoessling, Chicago, Ill., and Joseph Cleary, Bridgeport, Conn.

Delegates to the Building and Construction Trades Department executive council are: General President Beck, General President Emeritus Tobin, Vice Presidents Frank W. Brewster, Seattle, Wash., and James R. Hoffa, Detroit, Mich., and Har-

old Thirion, director of the Building and Construction Drivers National Trade Division.

Delegates to the Union Label and Service Trades Department are: General President Beck, General Secretary-Treasurer English, Vice Presidents Einar O. Mohn, Washington, D. C., and William Lee, Chicago, Ill.; John Sweeney, secretary-treasurer of the Western Conference of Teamsters, Seattle, Wash., and Raymond Lehene, secretary-treasurer of the Union Label and Service Trades Department. The convention of the department will be held November 29 and 30.

Truck Transportation Week Observance

In November Finds Industry Fighting

For Its Life and Gives Us Chance to

TELL THE PUBLIC THE TRUE FACTS!

NATIONAL Truck Transportation Week, which this year will be celebrated from November 13 to 19 inclusive, finds the trucking industry under severe attack.

Oddly enough this comes at a time when the industry has reached new heights and its employees are paid well. This attack constitutes the greatest threat to the continued independent existence of the industry ever mounted by the railroads.

WHITE HOUSE HELP

Working through the White House, railroad industry leaders have been able to bring out a proposed new National Transportation Policy which would inevitably bring about either a nationalized transportation industry or reduce the motor carrier industry to the status of a mere appendage to the rails.

As the 52nd anniversary of the use of trucks is celebrated throughout the Nation the issue of the continued existence of our industry is being brought to the nation's attention by the joint efforts of the Teamsters Union and management. The observance of Truck Transportation Week is sponsored by the Independent Advisory Committee to the Trucking Industry (ACT). Dave Beck, General President of the Teamsters Union, is Chairman of the ACT Committee.

In every state and in all of the principal cities Teamster leaders are cooperating with their opposite numbers in management and in the field of suppliers to the industry to drive the story home.

They are pointing out that the continued independent existence of the trucking industry is vital to the welfare of our country. They are emphasizing that there are 25,000 communities which have no railroad service at all; that these communities and the market areas they serve cannot survive economically unless the trucking industry continues to service them.

Only through an aroused public opinion making manifest its desires to the Congress can this new threat be defeated.

MUST JOIN FIGHT

Our Union, whose members permeate the entire structure of the trucking industry, cannot stand by in this fight. We must join actively to win.

The ACT Committee is distributing publicity kits to joint labor-management committees in each state and community to help carry on this fight in effective fashion. It will help if the mayors of cities and governors of states issue proclamations designating the date from No-

vember 13 to 19 as National Truck Transportation Week. Activities should be planned which would remind the people everywhere as to how much they are dependent on the teamster and the truck he drives for their livelihood, their food and their very existence.

We know that 75 per cent of all traffic moves by truck. We know that almost all of the suburban communities, the widely dispersed factories are dependent entirely on trucks for their continued operation.

We, as Teamster Union members, know that the truck in many, many industries is an extension of the production line which permits manageable inventories.

OUR TASK: TELL FACTS

But knowing it and being sure that the general public knows and appreciates these facts is a different thing. It is our task to see that the public learns these facts.

In this way, the general public will aid us in our fight to protect our livelihood and our way of life. This is a highly important task and National Truck Transportation Week offers us a splendid vehicle by which we can carry out this assignment.

At a national level General President Beck has already made known his feelings to the subcommittee of the House of Representatives Interstate and Foreign Commerce Committee which last month held preliminary hearings.

FURTHER HEARINGS

Further hearings on a much more extensive basis will be held after Congress reconvenes in January. An aroused public opinion is vital to the success of the efforts of the Teamsters Union and other segments of the industry at that time.

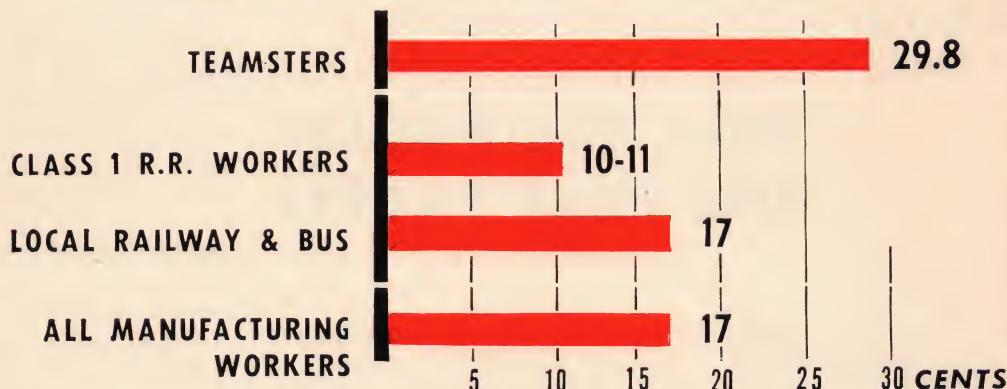
'No Truck Line Would Long Survive . . .'

No truck line would long survive the superior economic and financial resources and wide diversity of traffic of a railroad competing with it, if that railroad was also armed with the right to cut rates at will until the independent truck line was wiped out. The Weeks' Committee Report would so arm the railroads.

From the Statement of
General President DAVE BECK,
To the House Interstate Commerce Subcommittee.

TEAMSTERS HOURLY WAGE INCREASES

*EXCEED IMPROVEMENTS OF OTHER TRANSPORT WORKERS FOR PERIOD
(DECEMBER 1, 1952—AUGUST, 1955)*



National Survey of Teamster Progress In Wages, Hours, Working Conditions

*Study Shows Increases in Wages, Fringe Benefits,
Including Welfare and Retirement Plans*

PREPARED BY AL WEISS, TEAMSTER ECONOMIST

THE average member of the International Brotherhood of Teamsters has increased his wages by 29.8 cents an hour since December 1, 1952.¹ This increase exceeds by 12.8 cents the rise in straight-time average hourly earnings for all manufacturing workers during the same period, December, 1952, to August, 1955.²

The wage rate increase of 29.8 cents for Teamster members stand out more sharply when contrasted with the average hourly increase received by other transportation employees. Hourly earnings of Class I railroad workers have risen an average of only 10-11 cents, and hourly earnings of employees of local railways and buslines by 17 cents.²

The average Teamster member now makes over \$600 a year more than he did in December, 1952, exclusive of overtime pay and fringe benefits such as paid vacations and holidays, health and welfare and pensions, etc. Over the 33-month

period, the increases which he received in his basic rates of pay amounted to more than \$600 a year, possibly closer to twice that amount.

For the average Teamster, this wage increase which now amounts to \$600 a year represents more than

The Record in Brief

The record of wage increases and other economic contract gains won by workers represented by The International Brotherhood of Teamsters is a striking one—probably exceeded by few workers during the 33-month period since December 1, 1952. One million workers covered by I. B. T. contracts received a direct wage increase of 29.8 cents an hour. In addition, a considerable proportion of these workers received the following non-wage economic benefits:

Type of Benefit	Proportion of Million Teamster Members Covered by Survey
Shorter Hours	1 out of every 4
Work or Wage Guarantees	4/3 out of every 5
New or Improved Health and Welfare Plans	3 out of every 4
New or Improved Pension Plans	3 out of every 10
Additional Paid Holidays	1 out of every 4

In addition to these contract gains, 2 out of every 3 locals improved their vacation plans.



Typical Teamster pay envelope is \$600 a year bigger.

one-fourth the price of a new car. Or, it represents the cost of half a year's college tuition and living expenses for his son or daughter. Or, it would equal two-thirds of the required down payment of an FHA-insured \$10,000 house.

In addition to higher wages, the average I. B. T. member has gained other economic benefits through collective bargaining which have markedly improved the living standards of himself and his family. For example, since December 1, 1952, 200,000 Teamster members have gained a shorter workweek; about 440,000 members have won a daily guarantee and about 370,000 a weekly guarantee; about 400,000 members for the first time gained protection under a health and welfare plan and an additional 330,000 won improvements in existing plans; etc.

These and other findings discussed below are based on a mail questionnaire survey by the Research Department of the International Brotherhood of Teamsters of all Teamster locals. The questionnaire requested information on economic gains since December 1, 1952, a date which coincides with the union's 16th convention and the new administration of General President Dave Beck. It was therefore considered an appropriate date from which to take stock of contract developments. The closing date of the survey, August 1955, marked a

not possible to calculate the *average* amount of wage increases represented by increases in commission or mileage rates. Some of the replies not used were sent in by local unions which were not in existence on December 1, 1952.

This report, therefore, is based on returns from 717 locals with 999,668 members. The report concerns itself only with: (1) *increases* in wage rates; and (2) *gains or improvements* in certain fringe benefits, in both cases, from December 1, 1952, through August, 1955.

REDUCTION IN WORKING HOURS

About 50 per cent of the locals included in the survey (350 out of 717) reduced the number of working hours per day or week or the number of days per week since December 1, 1952. (Table 1). Shorter hours were won for about 240,000 Teamster members. With rare exceptions, probably no other American union has reduced hours so widely and to such an extent during this period.

The length of the workweek was cut by 1 hour to as many as 10 or more, but in most cases the work-

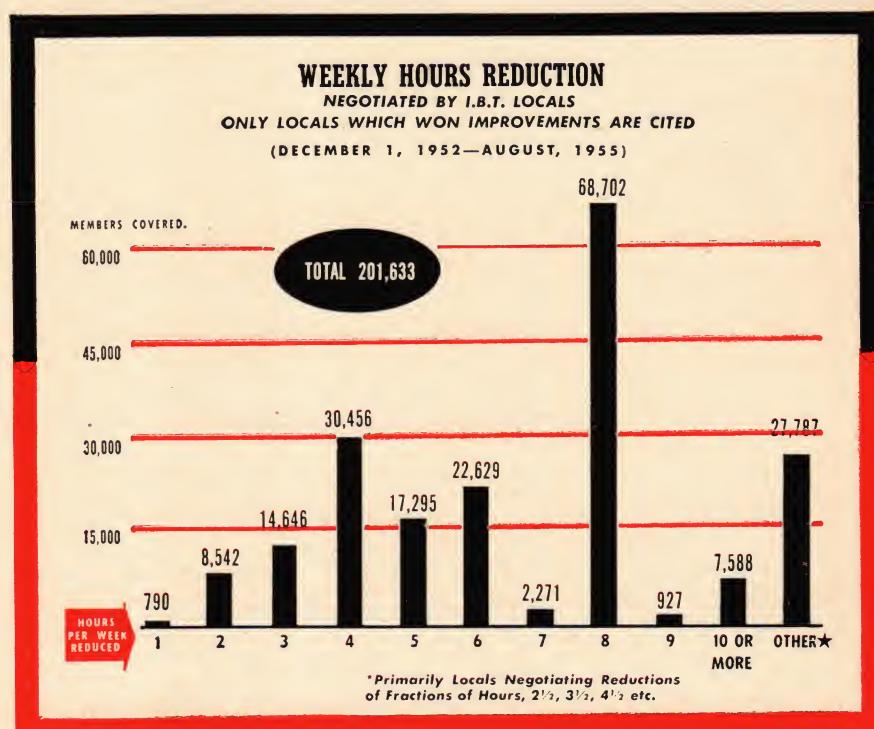


Chart II—This chart covers 439 locals; locals are counted as often as they negotiated different hours reductions. This chart does *not* include locals which negotiated reductions in the number of hours per day or number of days per week. See Statistical Table 1.

TABLE 1
**Reductions in Work Hours Negotiated by I.B.T. Locals, December 1, 1952, to August, 1955,
 By Number of Locals and Members Covered**

Item	Number of Locals	Number of Members	Per Cent of Locals	Per Cent of Members
Locals in Survey	717	999,668	100.0	100.0
Locals Negotiating Reductions in Hours	350	242,447	48.8	24.3
Locals Not Negotiating Reductions in Hours	367	757,221	51.2	75.7
<i>Types of Reduction</i>				
Hours per day	14 ¹	10,600	....	4.3
Hours per week	439 ¹	201,633	....	83.2
Days per week	38 ¹	30,214	....	12.5

¹ Locals negotiating more than one type or amount of workweek reduction are counted as often as they negotiated different hours reductions. Therefore, the sum of these individual items is greater than the figure of 350 locals shown in this table as having negotiated any type of reductions in the workweek.

TABLE 2
**Types of Work or Wage Guarantees Negotiated by I.B.T. Locals, December 1, 1952, to August, 1955,
 By Number of Locals and Members Covered**

Item	Number of Locals	Number of Members	Per Cent of Locals	Per Cent of Members
Locals in Survey	717	999,668	100.0	100.0
Locals Negotiating Guarantees	489	814,300	68.2	81.5
Locals Not Negotiating Guarantees	228	185,368	31.8	18.5
<i>Types of Guarantee</i>				
Daily	455 ¹	438,353	....	53.8
Weekly	584 ¹	367,764	....	45.2
Annual	11 ¹	8,183	....	1.0

¹ Locals negotiating more than one type or amount of guarantee are counted as often as they negotiated different guarantees. Therefore, the sum of these individual items is greater than the figure of 489 locals shown in this table as having negotiated any type of work or wage guarantees.

TABLE 3
**Daily Guarantees Negotiated by I.B.T. Locals, December 1, 1952, to August 1, 1955,
 By Number of Locals and Members Covered**

Amount of Daily Guarantee	Number of Locals	Number	Members Covered	Per Cent
Total	455 ¹	438,353	438,353	100.0
Less Than 4 Hours	2	1,100	1,100	0.3
4 Hours	38	60,294	60,294	13.7
5 to 7 Hours	22	16,438	16,438	3.7
8 Hours	313	318,716	318,716	72.7
9 Hours	37	18,877	18,877	4.3
10 Hours	7	843	843	0.2
Other ²	36	22,085	22,085	5.1

¹ Locals negotiating more than one amount of daily guarantee are counted as often as they negotiated different guarantees.

² Includes locals which negotiated daily guarantees involving fractions of one hour, for example, 8½ hours; and locals which reported several different daily guarantees for their members without indicating the number covered by each amount.

TABLE 4
**New Health and Welfare Plans Negotiated by I.B.T. Locals, December 1, 1952, to August, 1955,
 By Number of Locals and Members Covered, and Method of Financing**

Items	Number of Locals	Number of Members	Per Cent of Locals	Per Cent of Members
Locals in Survey	717	999,668	100.0	100.0
Locals Negotiating New Health and Welfare Plans	454	395,822	63.3	39.6
Locals Not Negotiating New Health and Welfare Plans	263	603,846	36.7	60.4
<i>Method of Financing</i>				
Non-Contributory (Completely Employer Financed)	540 ¹	380,161	....	96.0
Contributory (Financed Jointly by Employer and Employee)	14 ¹	15,661	....	4.0

¹ Locals negotiating more than one type of health and welfare plan or different amounts of employer contributions are counted as often as they negotiated different plans. Therefore, the sum of these individual items is greater than the figure of 454 locals shown in this table as having negotiated any type of new health and welfare plan.

week was reduced by 8 hours (Chart 2). About 5 per cent of the 200,000 members who gained a shorter workweek benefited by a reduction of 9 or more hours.

In most of the cases where locals reported having achieved a shorter workday, the reduction was from a 9-hour to an 8-hour day.

A total of 38 locals reduced the number of working days per week, in almost all instances from 6 to 5 days. These 38 locals accounted for 30,214 members.

WORK OR WAGE GUARANTEES

A large majority of the locals included in the survey (489 out of 717 or 68.2 per cent) negotiated daily or weekly guarantees or both for their members and some obtained annual guarantees (Table 2). These guarantees affected 814,300 workers, or about 4 out of every 5 covered by the survey. In so doing, the I. B. T. went a long way towards its objective of providing job



He's won work or wage guarantees.

security for its members and contributed to stability for the entire economy.

An 8-hour daily guarantee was the most significant daily guarantee won since December 1, 1952, assuring close to 319,000 workers of at least a full day's pay whenever they showed up for work. (Table 3).

A 40-hour weekly guarantee was obtained by 281 Teamster locals for a quarter of a million workers (Chart 3). A fairly significant number of locals (58) also reported having gained 48-hour guarantees.

HEALTH AND WELFARE PLANS

Insurance and welfare plans have spread widely among Teamster locals since December 1, 1952. Welfare funds negotiated by locals

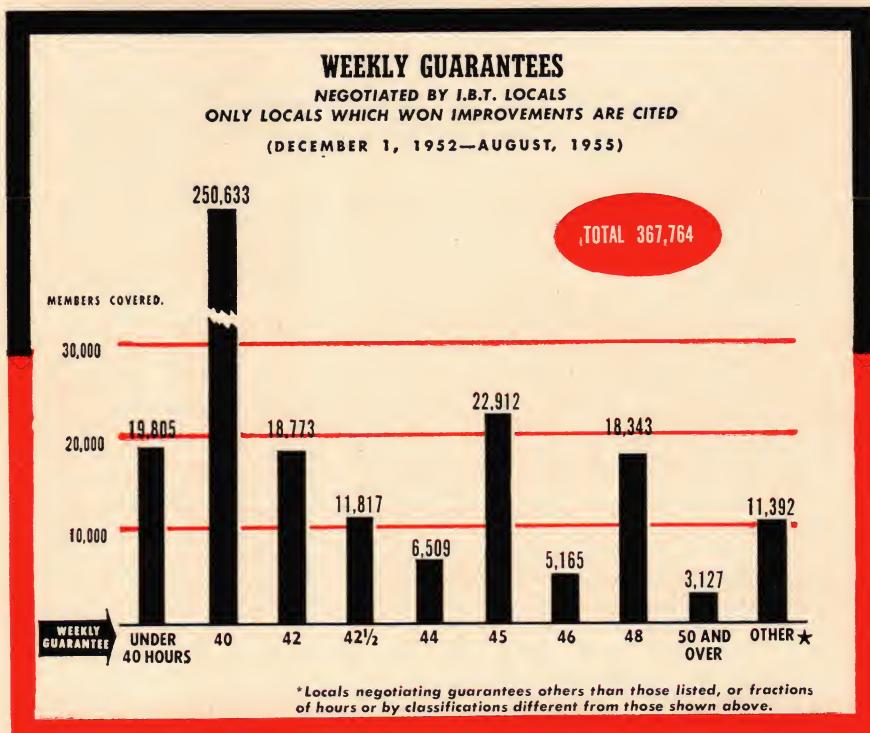


CHART III—This chart covers 584 locals; if a local negotiated more than one weekly guarantee during the year, it is counted twice. This chart does not include *all* locals of the International Brotherhood of Teamsters, only those which negotiated guarantees. See Statistical Table 2.

of the I. B. T. add to the Teamster member's job security for himself and his family when disabled by sickness and injury.

New health and welfare plans were negotiated by 454 out of the 717 locals in the survey (or about 2 out of every 3). These plans covered 396,000 workers. With only few exceptions, these plans were non-contributory; that is, the employer paid the full cost (Table 4).

IMPROVEMENTS REPORTED

Not only were new health and welfare plans established widely throughout the Teamster jurisdiction, but a total of 313 locals out of the 717 included in this survey reported improvements in existing plans. These 313 locals accounted for 328,782 employees. In some of these locals, improvements were made in health and welfare plans already in existence by December 1, 1952. In others, the plan was established after December 1, 1952, and also improved after that date. This latter group were, of course, included among those locals re-

porting new health and welfare plans as well as those reporting improvements in existing plans.

The amount of employer contributions to Teamster health and welfare plans negotiated since December 1, 1952, is itemized in Table 5. Most frequently under such plans, an employer contributes a specified amount per week or per month for each covered employee. Employer contributions on a cents-per-hour basis are less common.

The most frequent cents-per-hour contribution was 7½ cents. In those cases where employers contributed a specified amount per week per employee, \$2.25 and \$2 were the most prevalent amounts.



Improved health and welfare plans.

TABLE 5
**Amount of Employer Contribution in New Non-Contributory Health and Welfare Plans
 Negotiated by I.B.T. Locals, December 1, 1952, to August, 1955, by Number of Locals and Members Covered**

Amount of Employer Contribution	Number of Locals	Members Covered	Per Cent
Total	540 ¹	380,161	100.0
Per Hour			
Less Than 5 cents	13	6,841	1.8
5 cents	16	8,493	2.2
7 cents	13	13,386	3.5
7½ cents	18	11,915	3.1
10 cents and over	5	3,485	0.9
Other amounts	7	4,472	1.2
Per Week			
Less than \$2.00	13	10,360	2.7
\$2.00	56	40,393	10.6
\$2.25	64	35,219	9.3
\$2.50	8	20,489	5.4
\$3.00	16	10,727	2.8
Over \$3	12	13,145	3.5
Other amounts	9	6,573	1.7
Per Month			
Less than \$8.00	23	17,356	4.6
\$8.00-\$8.99	67	34,528	9.1
\$9.00-\$9.99	31	17,904	4.7
\$10.00 and over	67	58,778	15.5
Other ²	12	25,400	6.7
Amount Not Given	90	40,697	10.7

¹ Locals negotiating more than one amount of employer contribution are counted as often as they negotiated different amounts.
² Includes plans in which the employer contributed a specified amount per shift or per day, per quarter, or a specified per cent of payroll.

TABLE 6
**New Pension Plans Negotiated by I.B.T. Locals, December 1, 1952, to August, 1955,
 By Number of Locals and Members Covered, and Method of Financing**

Item	Number of Locals	Number of Members	Per Cent of Locals	Per Cent of Members
Locals in Survey	717	999,668	100.0	100.0
Locals Negotiating New Pension Plans	320	278,521	44.6	27.9
Locals Not Negotiating New Pension Plans	397	721,147	55.4	72.1
<i>Method of Financing</i>				
Noncontributory (Completely Employer Financed)	339 ¹	277,354	....	99.6
Contributory (Financed jointly by employer and employee)	7 ¹	1,167	....	0.4

¹ Locals negotiating more than one type of pension plan or different amounts of employer contributions are counted as often as they negotiated different plans. Therefore, the sum of these individual items is greater than the figure of 320 locals shown in this table as having negotiated any type of new pension plan.

TABLE 7
**Amount of Employer Contribution in New Non-Contributory Pension Plans Negotiated
 By I.B.T. Locals, December 1, 1952, to August, 1955, by Number of Locals and Members Covered**

Amount of Employer Contribution	Number of Locals	Members Covered	Per Cent
Total	339 ¹	277,354	100.0
Per Hour			
Less than 5 cents	6	11,930	4.3
5 cents	64	31,044	11.2
10 cents and over	30	19,793	7.1
Other amounts	5	3,335	1.2
Per Week			
Less than \$2.00	3	1,920	0.7
\$2.00	132	116,933	42.2
Over \$2.00 but less than \$3.00	9	6,441	2.2
\$3.00-\$5.00	14	23,061	8.3
Per Month			
\$8.00-\$9.00	15	9,301	3.1
\$10.00 and over	8	11,865	4.2
Other ²	13	21,966	7.8
Amount Not Given	40	21,565	7.7

¹ Locals negotiating more than one amount of employer contribution are counted as often as they negotiated different amounts.
² Includes plans in which the employer contributed a specified amount per shift, or a specified per cent of payroll.

TABLE 8
**Number of Additional Paid Holidays Negotiated by I.B.T. Locals,
December 1, 1952, to August, 1955, by Number of Locals and Members Covered**

Item	Number of Locals	Number of Members	Per Cent of Locals	Per Cent of Members
Locals in Survey	717	999,668	100.0	100.0
Locals Negotiating Additional Paid Holidays	367	268,365	51.2	26.8
Locals Not Negotiating Additional Paid Holidays	350	731,303	48.8	73.2
<i>Number of Holidays Added</i>				
Total	473 ¹	268,365	....	100.0
1 day	185	131,549	....	49.0
2 days	109	48,499	....	18.1
3 days	45	23,836	....	8.9
4 days	16	15,325	....	5.7
5 days	13	6,890	....	2.6
6 days	67	19,453	....	7.2
7 days	12	3,358	....	1.3
8 days	7	5,423	....	2.0
9 days	2	1,000	....	0.4
Other ²	17	13,032	....	4.8

¹ Locals negotiating different numbers of additional paid holidays are counted as often as they negotiated different numbers. Therefore, the sum of these individual items is greater than the figures of 367 locals shown in the table as having negotiated additional holidays with pay.

² Includes locals which negotiated additional paid holidays involving fractions of a day, for example, 2½ days; or locals which increased the amount of holiday pay from half pay to full pay.

On a monthly contribution basis, employer payments of between \$8-\$9 were negotiated by more locals, but employer contributions of \$10 a month and over were more significant in terms of number of Teamster members affected.

PENSION PLANS

Through collective bargaining, new pension plans were established since December 1, 1952, by 320 I. B. T. locals, covering close to 280,000 workers (Table 6). Teamster-negotiated pension plans add to the Federal (Social Security) old-age benefits and help to maintain the living standards of workers upon retirement. Benefits under these plans help to provide security, dignity, and comfort to retired I. B. T. members.

As in the case of health and welfare plans, a number of locals reported that pension plans were already in effect by December 1,

1952, but that improvements had been made since that date. There were a total of 21 such locals, and the improved pension plans covered 36,367.

Newly-negotiated Teamster pension plans are almost invariably financed entirely by employer contributions; in only 7 instances did the plan require employee contributions (Table 6).

In most of the new pension plans reported, the employer was to contribute a specified amount per week per employee. With few exceptions, the weekly contribution was \$2.00 (Table 7).

On a cents-per-hour basis, 5 cents was most frequently reported, although contributions of 10 cents an hour and over were not uncommon.

A small number of locals reported employer contributions to pension funds on the basis of a specified amount per month per employee, usually in amounts between \$8.00-\$9.00.

The number of additional holidays with pay varied from 1 to 9, but, as would be expected, most of the locals added either one or two paid holidays to those they already enjoyed on December 1, 1952.

The number of paid holidays currently in effect for members of locals which acquired additional holidays since December 1, 1952, ranges from 2 to 14 days, but is most commonly 6 or 7 days (Chart 4). Nevertheless, a fairly significant number of locals (123) succeeded in raising the number of paid holidays since December 1, 1952, to 8 or 9, and an additional 35 to 10 or more paid holidays.

PAID VACATIONS

Improvements in paid vacation plans were reported by two-thirds of the locals in this survey (471 out of 717). Two types of improve-



New and improved pension plans.

PAID HOLIDAYS

Over a quarter of million workers represented by the Teamsters obtained additional paid holidays since December 1, 1952. Increases in the number of paid holidays or in the amount of pay for unworked holidays were reported by 367 (or one-half) of the 717 locals in this survey (Table 8).



More holidays for Typical Teamster family.

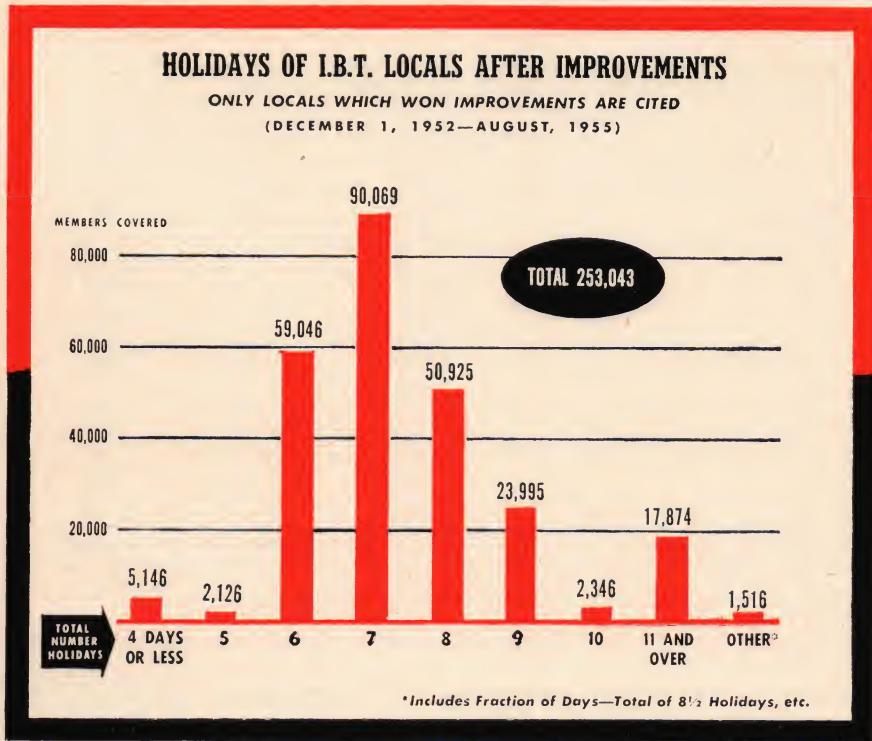


CHART IV—This chart covers 455 locals; locals are counted as often as they negotiated a different total of holidays. The total number of locals shown is less than those in Table 8 because some locals reported that they had negotiated a specified number of additional holidays but they did not indicate the total number of holidays after the improvement.

TABLE 9
Type of Improvements in Paid Vacation Plans Negotiated by I.B.T. Locals,
December 1, 1952, to August, 1955, by Number of Locals

Item	Number of Locals	Per Cent of Locals
Locals in Survey	717	100.0
Locals negotiating improvements in vacation plan	471	65.7
Locals not negotiating improvements in vacation plan	246	34.3
<i>Type of Improvement</i>		
Total	606 ¹	....
Maximum Vacation Increased by—		
1 week	395	....
2 weeks	52	....
3 weeks	1	....
Service Requirement for Maximum Vacation Reduced	158	....

¹ Locals negotiating different numbers of additional weeks of vacations are counted as often as they negotiated different numbers. Therefore, the sum of these individual items is greater than the figure of 471 locals shown in this table as having negotiated any type of vacation plan improvement.

TABLE 10
Increases in Maximum Number of Weeks' Vacation for I.B.T.
Locals that Negotiated Additional Vacation Allowances,
December 1, 1952, to August, 1955, by Number of Locals

Maximum Number of Weeks of Vacation Increased From	To	Number of Locals	Per Cent of Locals
Total .....	.....	437 ¹	100.0
.....	1 week	3	0.7
.....	2 weeks	4	0.9
1 week	2 weeks	58	13.3
.....	3 weeks	1	0.2
1 week	3 weeks	14	3.2
2 weeks	3 weeks	239	54.7
2 weeks	4 weeks	27	6.2
3 weeks	4 weeks	91	20.8

¹ Locals negotiating different numbers of additional weeks of vacation which resulted in different maximum weeks of vacation are counted as often as they negotiated different maximum weeks of vacation. The total number of locals shown in this table (437) is less than the 448 locals that gained additional maximum vacation allowances shown in Table 9, because some locals reported that they had negotiated one or more additional weeks of vacation but they did not indicate the maximum allowance after the improvement.

ments were included: (1) an increase in the maximum vacation allowance, that is, additional vacation time; and (2) a reduction in the length of service required for the maximum number of weeks' vacation under the plan but no increase in the amount of vacation.³

In most instances, existing vacation plans were improved by adding an additional 1, 2, or 3 weeks of vacation, most commonly 1 week (Table 9).

Although most of the vacation plans which were established or increased since December 1, 1952, now provide a maximum of 3 weeks vacation with pay, a substantial number (118) now provide a maximum of 4 weeks' paid vacation (Table 10).

In addition to the economic gains and contract improvements already described, a number of locals reported that they had negotiated certain types of fringe benefits for the first time during the period covered by the survey. Benefits most frequently cited included paid sick leave; pay while absent from work because of jury duty; and paid leave for a limited time (usually 3 days) in the event of death in the immediate family.

Although no tabulations were made of the number of locals which negotiated such contract clauses, it is believed that such practices may become increasingly prevalent.

FOOTNOTES

¹ The average wage increase was computed by weighting each amount of increase by the number of employees affected. In cases where the local union reported wage increases other than in terms of cents-per-hour, the amount of the increase was translated to an hourly basis, by using an 8-hour day, 40-hour week, 173-hour month, and a 2080-hour year as the division. Thus, a reported increase of \$10.00 per week was considered to be equal to 25 cents an hour.

This method, of course, would tend to yield a higher average than would be the case if the actual workweek were more than 40 hours. However, there is an offsetting factor to any possible error introduced by using 40 hours as the divisor. This is due to the fact that some locals covering driver-salesmen and similar employees reported increases in commission rates in addition to increases in weekly base rates. The commission rate increases were not included in this survey since it was not possible to determine, for example, how much of an average wage increase a half per cent rise in commission rates represented.

Hourly-paid employees totaled 775,581 out of the 938,460 Teamster members for whom wage changes were listed. The average increase for these hourly-paid members was 30.9 cents an hour.

² Source: Bureau of Labor Statistics, U. S. Department of Labor.

³ Improvements in existing vacation plans by allowing pro rata vacations to short-service employees were not included in this survey.

'SAFE DRIVING DAY' SET DECEMBER 1

THURSDAY, December 1, 1955, will be the second annual "S-D Day," or "Safe Driving Day." Its purpose is to demonstrate, again, that traffic accidents can be greatly reduced when motorists and pedestrians fulfill their moral and civic responsibility for safety.

It is sponsored by the President's Committee for Traffic Safety in cooperation with prominent national organizations, including the International Brotherhood of Teamsters.

The challenge to every community will be: not a single traffic accident during the 24-hour period—in daylight or darkness.

Thirty days of public educational activity will precede S-D Day, with national, State and local organizations of all types joining to combat traffic accidents.

Scorekeeping of fatalities will begin on November 21—S-D minus 10—and will continue through S-D plus 10; and reports on the cumulative result will be published by the President's Committee.

This year, as last, the purpose of S-D Day is to show that motorists and pedestrians can reduce traffic accidents by their own actions. The first S-D Day, last December, produced a reduction in the national toll of deaths and injuries, and in the number of accidents, as against the comparable day in 1953. For the second S-D Day, everyone in every State and community will be asked to join in bringing about a much greater reduction.

S-D Day 1954 demonstrated that the place to attack the traffic safety problem is in the community, and that the responsibility rests upon each individual.

S-D Day 1955 will further implant in the minds of all motorists and pedestrians the realization that, if they can greatly reduce accidents on one day, they can do so every day of the year. It will call attention dramatically to the importance

of year-around support by every individual for existing safety programs of proven worth.

There is probably no one in the United States who has not had a member of his or her family, or a friend or neighbor, injured in a traffic accident.

Last year, this is what traffic accidents did in the United States:

- Killed 36,000 people.
- Injured somebody every 25 seconds. A total of 1,250,000 persons were disabled beyond the day of the accident.
- Cost an estimated \$4.4 billion in medical bills, property loss and other expense.

There were nearly 10 million traffic accidents in the United States in 1954. These accidents were the greatest single killer of farm people (excluding death from natural causes). They continued to be a wholesale killer of children in early school years, and of young people

between the ages of 15 and 24. They killed twice as many industrial workers as were killed in occupational accidents not involving motor vehicles.

It required 50 years for the United States to reach the total of 1 million traffic deaths—in 1951. At our present rate, only half as long will be required to kill the second million.

There are now about 60 million motor vehicles on our streets and highways. But, according to expert estimates, there will be about 80 million vehicles operating by 1965. With U. S. population estimated to increase to 190 million during the same period, the magnitude of the accident potential becomes tremendous.

In 1954, the traffic death rate was 6.4 for every 100 million miles of vehicle travel. If that same rate were to continue, the death toll in 1965, with the number of vehicles expected to be operating by then, would be about 48,000.

The traffic death rate simply must be brought down. And, the experience of many states—Connecticut, Massachusetts, New Jersey and Washington, for example—proves that it can be.

J. C. 38 Fair Booth



Joint Council 38 won a second prize plaque for this display booth at the California State Fair and reaped other benefits in the form of community good will for Teamsters. Officers say the display attracted a great deal of attention and the results have been beneficial.

EDITORIALS

Solar Power Begins

A new era in power was inaugurated last month when a solar powered telephone unit began operations in Georgia. Getting power from the sun in a practical manner has been the goal of scientists and engineers for generations. Solar heating has proved practical, but harnessing power has been another step which has perplexed engineers.

A solar battery on top of a telephone pole in Georgia with 432 silicon disks captures heat from the sun and transforms it into usable energy. When the sun is shining, the battery can harness about half enough electricity to power a 25-watt bulb and on a murky day less than half a watt is energized. While these amounts may seem small, they are adequate to power the telephone instruments on the rural line. Eight rural telephones are on the solar circuit.

This solar telephone operation may seem small and relatively insignificant from an economic viewpoint. The fact is, however, that we have entered a new power era in which solar power is being brought under control by man. This first step is a small one, but we are certain that the resourcefulness of our engineering genius will be able to step up the applications and possibilities in the interest of lightening the burdens of mankind.

Travel Boom

This has been a boom travel year. Just how big a boom it has been will not be known until all returns are in. We do know that last year set records which will be exceeded only by the large volume of 1955.

A national magazine has been making a continuing study of travel habits of the American public and has come up with some interesting information. American families spent \$8,500,000,000 on their vacation travels last year plus an additional \$2 billion on week end trips.

On the basis of its finding the survey investigators concluded that 65 per cent of all middle and high income families took vacation trips with 30.7 per cent taking one trip and 34.8 per cent taking two or more. The average number of trips per vacation family was 2 and the average number of days spent was 20.3 just under three weeks—the higher the income, the longer the vacation, as might be expected.

Where did all these people go on their vacation?

Of all trips taken slightly over 6 per cent were outside the U. S. A. with Canada accounting for little over two-thirds of the number. Canada was followed by Mexico (9.4 per cent); Europe (6.6); Cuba (4.4); Bermuda (3.2); Nassau (2.2). All other countries accounted for 7.2 per cent.

It is of interest to Teamsters, particularly to those in the automotive service field, to know that the auto was the dominant form of transport with 85.5 per cent using their cars. Gasoline, oil and accessories expenditures totalled almost \$587 million.

Teamsters have a strong interest in vacation travel—directly and indirectly. Many of our people are organized in bus, limousine, sightseeing, taxicab and other conveyances. Our driver service hotels, resorts and other stopping places for the traveler. The large volume of vacation travel points up—if any emphasis were needed—the importance of the automobile and the auto industry in this modern age. The frontiers of organization are broad indeed and the high vacation figures give additional arguments for bearing down on automotive organization.

Expansion in Automobiles

The manufacture and use of the automobile and motor transport form one of America's leading industries—or multitude of industries since manufacturing gives rise to many suppliers and motor transport is basic to the great business of distribution. If anyone has the slightest doubt that the auto industry is near the top of the heap in America, he has only to look at the recently published "Automobile Facts and Figures," issued by the Automobile Manufacturers Association.

According to the AMA America has registered more than 61 million motor vehicles of which 10,128,000 or 16.3 per cent of the total are trucks. Busses number 252,000 and passenger cars a total of 50,954,000. Those figures are for 1954 and include both privately and publicly owned vehicles.

These are interesting figures and when the next issue of the facts book is issued, there will be similar increases shown since 1955 is a banner year in the automotive business. But there are other figures issued which should be of interest to Teamsters, especially those dealing in parts and services.

A total of \$1,689,000,000 was spent for replacement parts in 1954. More than 47 million tires were re-

placed last year on passenger cars alone and more than 8 million truck tires were replaced. And, says the book, more than 23 million batteries were replaced.

Teamsters are conscious of the gasoline service station business might be interested to know that there are at present 1,400,000 gasoline pumps in the 400,000 service stations. More than 100,000 new pumps were installed last year.

The growing market for tires, tubes, accessories, gasoline and oil illustrates the increasing challenge to the Teamsters for organization of the automobile service industry. The recently concluded pact with the International Association of Machinists is an important step in doing something about organization in a concerted fashion. As this pact is implemented the automotive organization segments of these two unions will undoubtedly increase greatly in importance and in numbers.

Thanksgiving

This month the nation celebrates its traditional Thanksgiving festival. This celebration will be manifested in a variety of ways with many turning to church and returning thanks for the blessings of the year gone by. Thanksgiving comes during the harvest period and it is traditional for peoples everywhere to turn to their deities to render thanks.

Organized labor should be among those in the country giving thanks for progress. Advances have been made by the unions in this country in the past year. The obstacles have been many and there is little indication that the impediments to progress will become any less in the year ahead. But working people everywhere are beginning to realize that in union there is strength. They are realizing what the great founders of the union movement taught many years ago that there can be no real salvation for working men and women without collective bargaining.

Working people have learned that economic strength will aid them in achieving decent wages, hours and conditions. They know that alone the individual can do little, but allied with his fellow workers he can move forward. Union people can be thankful for the understanding and the spirit of cooperation which have developed.

As thankful as we may be, we should not forget the job yet to be done, the thousands and thousands yet to be organized as we plan our efforts for the coming year.

Realism in Roadbuilding

When Congress reconvenes in January the problem of highway construction will be high on the list for consideration. Teamsters have a top priority interest in this legislation for a variety of reasons.

In the first place, the motor transport industry cannot continue its onward progress nor make its proper

contribution to the economy unless we have an improved highway system. The motor truck has long proved that it is an indispensable element in the distribution system of the nation. And if this element is impeded by unrelieved traffic congestion both the motor transportation industry and America will suffer.

Many studies have been made on our highway needs. On that point there is no difference of opinion. The experts tell us that the number of autos and trucks will increase tremendously in the years ahead. The impetus in truck and auto use is such that our problem is becoming more acute—and about this fact there is no dispute.

The various forces backing highway improvement programs differ, however, on method. Legislation in the last session was hung up on the dispute over method. Let us hope that this does not occur in the coming session. There is too much at stake—not only for the motor transport industry and the business of distribution, but for all America. Action is imperative. Let us hope that realism in roadbuilding prevails and we do have effective legislation.

Automation Ahead

By the time this issue of THE INTERNATIONAL TEAMSTER is distributed to the membership the hearings on automation may have been completed in Washington. The testimony will have covered many broad phases of American industry and those who are unaware of the rapid strides of technology will doubtless have learned a great many things about the impact of automation on the labor force.

Teamsters will not be completely surprised by revelations about automation, however. Our economist, Al Weiss, has spoken to national trade divisions and area conferences on automation and his remarks have been carried in this magazine and in separate pamphlets. Teamsters are conscious of the drive to make industry as near automatic as possible. No one is more conscious of this than our workers in the warehouse field.

Methods of reallocating inventories, controlling costs and supplies, as well as the physical handling of goods all add up to more work by machines and less by men.

The position which the Teamsters have taken on automation is a sound one and is in keeping with its philosophy concerning technological advances in the past. We are not going to stop progress. But we are going to face the hard facts of advances in automation and sincerely hope that the trade union method of dealing fairly and frankly with this growing problem will ameliorate somewhat the impact which labor-saving devices and methods will have on workers. We are not going to be industrial ostriches, hiding our heads in the sand. We know we are going to be facing serious problems and we sincerely hope that we can marshal the resources, intellectual and otherwise, to cope with them.

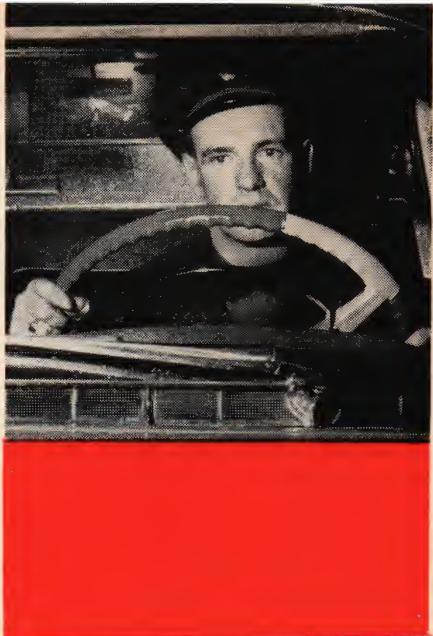
Hundreds of Teamster Ambulance Drivers Like John McNally Play a Grim Game of Cheating Death with Skill and Speed; Emergency or Routine, Every Call Challenges His Ingenuity and Understanding!

BRING 'EM Back Alive!" This creed of the ambulance driver sums up the philosophy of hundreds of trained Teamsters who daily make life easier, and in cases, possible, for those in need of their skills.

The skill of the ambulance driver is acknowledged. When he arrives, the doctor and all others stand

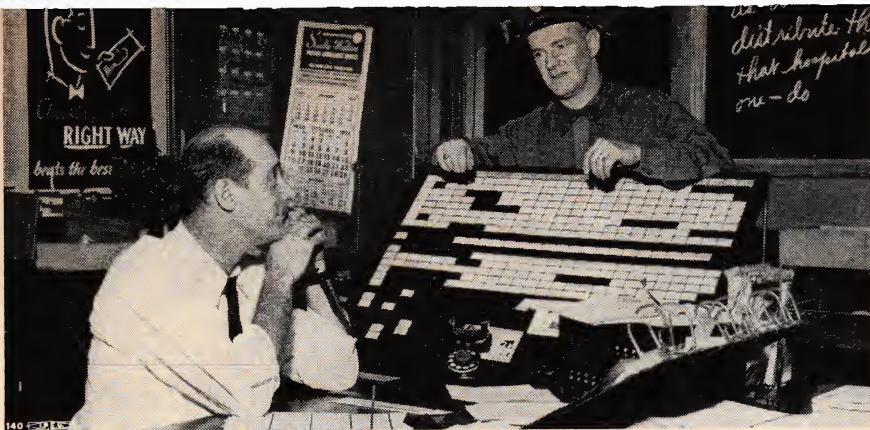
aside as he "takes over." They trust and depend on him and his ability. To keep such a place of trust and responsibility, he must be able to "deliver the goods."

Such a man is John Joseph McNally, a member of Local Union 643, New York City, a 10-year veteran with Scully-Walton, the



Teamster John McNally, ambulance driver, cradles a small boy, stricken with polio, as he met the plane returning him from Europe to Idlewild Airport. The mother follows McNally.

Mercy
IS HIS
MISSION



Before going out on his first call, McNally discusses business with Salvador Marullo, one of Scully-Walton dispatchers. The board under McNally's arm keeps a record of where ambulances are every minute throughout the day.

largest private ambulance company in the world. Everybody calls him "Mac." He's a through-and-through New Yorker; born in a tenement on 45th Street near Tenth Avenue 40 years ago. His father was a teamster and reportedly drove the first gasoline truck for Bloomingdale's department store.

McNally started at Scully-Walton in 1945 and, after a year as helper on an oxygen truck, was promoted to driver. After two years of this he took a salary cut to be a helper on an ambulance. In 1952 he was elevated to driver; "A wonderful job," he exclaimed, "I wouldn't trade it!"

It was 6 a. m., in the garage on 69th Street near West End Avenue and Mac was lovingly wiping down the new \$10,000 two-tone green Cadillac ambulance. Under the hood was a motor rated at 250 horsepower and atop the cab was a flashing red light and a mighty loud siren. Polishing down this beloved green monster with him was his helper, Leon Falk. The two have worked together since the first of the year.

Contrary to popular belief, an ambulance driver has no special privilege when he opens up that siren and barrels down the street. He is

strictly "on his own." If the police and motorists respect the siren and let him go through, it's only courtesy. If he injures anyone, he can be sued, as can his company. If he's arrested for speeding (as Mac once was) he pays his fine out of his own pocket. No wonder he's got to be good . . . really good.

Only about 10 per cent of ambulance calls demand speed. Usual-



Above: Leon Falk, right, helper to McNally, works with him over a map to find an obscure address.

Below: A patient is returned to her home from a New York hospital with expert care and skill.



ly its a question of transporting a patient carefully and comfortably. But when the driver has to make time he appreciates consideration from other drivers. Ambulance drivers especially admire their fellow-Teamsters at the wheels of trucks. "Seems like they can always find someplace to get out of the way in, even in the worst traffic," said Mac.

One day Mac was headed up Madison Avenue on a "hot shot," carrying an injured construction

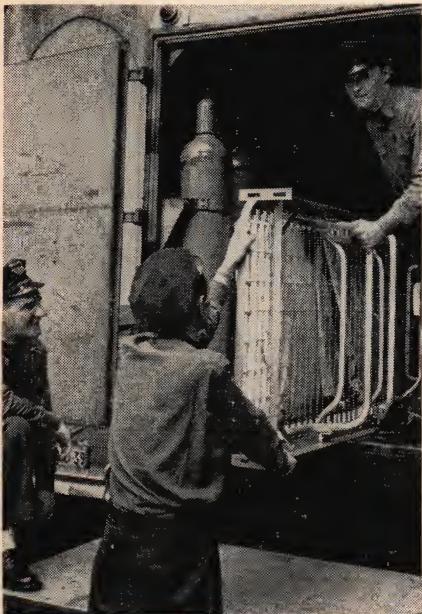
worker, when a big car driven by a Puerto Rican came out of 111th Street and smashed into the side of his ambulance. No one was more than shaken up but the damage was considerable.

"We never did find that driver," Mac recalled with a chuckle. "I believe he lit out for Puerto Rico!"

Mac takes good care of his car. "Shortly after we got this baby and we were even shooing the birds



Left: The personal effects of a patient delivered to Lincoln Hospital are checked in to Nurse King, a routine procedure.



McNally meets other Teamsters delivering oxygen tanks to New York Hospital. His co-workers are Frank Clasen and, in truck, James Horan. Mac started at Scully-Walton on a truck.

away, we headed through the Holland Tunnel and this woman crosses the lane and smashes up my right front fender. You know, she didn't even get a ticket for it . . . and it's a \$50 fine to cross that line!" Mac hated to see that new ambulance get that first scratch.

SKILLED DRIVING PAYS OFF

About this time the 'phone in the garage jingled. The dispatcher had a call; transfer an amnesia victim from New York Hospital to Lincoln Hospital. So the big green Caddy sped to 70th and York. Mac and Leon rolled the comatose old man gently out, lifted him into the rear, then lit out for Lincoln Hospital far up in The Bronx. This man was in a bad way and the siren and light went on; cops stopped cross traffic, drivers pulled aside, cooperative taxi drivers stuck their hands out and waved him by. He drove skillfully, weaving in and out of the stopping cars; sometimes he was far over on the left side. He took the intersections down the middle whenever possible. However, at no time did he go over about 45 miles an hour and that was on East River Drive. It wasn't long until the ambulance pulled up the steep emergency ramp at Lincoln and the patient was checked in.

A doctor looked at him and whisked him away even before Mac had finished checking him in with the nurse on duty.

HOSPITALS ARE ACCOMMODATED

This was a "social service" call; a free job. There are quite a few of these, performed as a courtesy to the hospitals. But only for charity patients; if you're a private patient you pay the straight rate of \$25.

Practical jokers aren't considered funny; the ones who send for ambulances for their 'friends.' Scully-Walton drivers, when they find they've been thus duped, look around the neighborhood for a loud party. They go up and tell how the 'victim' behaved when the ambulance arrived. "Usually some jerk can't control himself and brags that he was the one who did it," remarks Mac. "What do we do then? We present him a bill for \$25!"

Hospital insurance patients aren't

plentiful. An "86" is a "stiff" or non-tipper.

Once Mac and Leon picked up Bernard Baruch at the airport and took him home, ailing from a foot injury. Another "name" that Mac has driven was Marie "The Body" ("She was all tucked in") Wilson.

CALLS AREN'T GLAMOUROUS

Most assignments aren't at all glamourous. Down in Greenwich Village Mac picked up a mental patient. As Mac started toward him, the man whipped out a pistol of ancient vintage. "There was nothing to do but take it away from him," said Mac. "If I'd tried to get out, he might have shot me. I kicked the gun under a bed and he ran in the next room." He started to get a rifle down off the wall. Mac and the helper pinned him down. "After we got the belts on him (padded restraining straps) we didn't have any more trouble."

Ambulance drivers must inspire



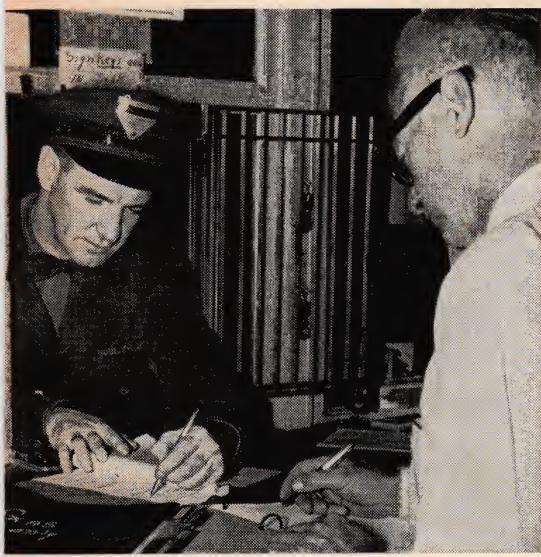
A seriously-ill patient at French Hospital depends on McNally's skill as an oxygen technician. He is adjusting the flow of oxygen into the tent.

rated very high by drivers on the tipping scale. The usual tip for an ambulance trip is a dollar each for the driver and his helper; more if you or your family member gets special services or attention. Once Mac and his helper drew \$10 apiece for a trip into upstate New York. One driver once was given a new suit and another got a set of pipes but in the by and large "86's" are

confidence. On 98th near Amsterdam Avenue Mac went on a call where a woman had just about torn the clothes off two cops sent in to quiet her. She was on a real wild spree; another mental patient.

"You can't go in there!" declared a cop with a ripped sleeve.

"Sure I can," said Mac, as he went in quietly to the disturbed woman who confronted him across the room.



At the close of his day, McNally logs in the office, turning over records, keys and cash collected for ambulance service. Checking him in at counter is Mike Dunn.

He talked quietly to her and assured her that nothing bad would happen to her . . . that she must come with him either easily and quietly "or we do it the hard way."

The woman looked at him craftily. "You got a needle?" she asked.

"Y' darn right I have," replied Mac, "and I'm going to use it on you if you don't come along!" The woman walked serenely out of the house with Mac to the surprised disbelief of the disheveled cops.

DRIVERS CAN'T DO SPLINTS

Actually, Mac had no "needle." Drivers aren't even allowed to apply splints to fractures. Reason: possibility of a damage suit. Private ambulances are almost always called after a doctor has been in attendance. They furnish expert transportation of the sick and injured; nothing more. To this is one exception, that of oxygen service. As the ambulances move around the city, they furnish oxygen service on a contract basis to many hospitals and to private parties as prescribed by physicians. A special license is required which Mac obtained after a written and practical test.

For this oxygen service, Mac gets \$1 a day extra to his basic salary.

The ambulance drivers were organized in 1946 by Local Union 643. Others in the local include funeral drivers, casket drivers, concrete vault drivers and airline em-

ployees. In all there are approximately 1,000 members of which about 100 drive ambulances. Wages have been raised from an average of \$30 a week in '46 and the 40-hour week is now in effect instead of the 72-on, 24-off schedule the drivers worked previously. There's time and a half for any hours over 8 daily and double time for work on any of the 7 paid holidays a year. There is a welfare fund for health and hospitalization for the members and their families, paid for by the employers. McNally was a member of a negotiating committee.

Officers of Local 643 include George Budd, president; Harry Schopback, secretary-treasurer; Joseph M. Guidice and Manny Perlstein, business agents.

Scully-Walton, where Mac works, is the nation's largest private ambulance service. It was organized in 1882 by a doctor and an undertaker. It enjoys a high degree of prestige in medical circles in New York and Chicago. Only the best men are allowed to drive Scully-Walton ambulances. "Siren-nuts" (men who run every call with the siren open and speed without cause) are not tolerated. Mac, for instance, never hustles without reason. He always thanks any cop who lets him do anything unusual, even if it be the most minor type of accommodation. On slow days he washes and polishes the car. Every day he and Leon clean it thoroughly before they leave it for the night shift.

STEADY NERVES NEEDED

Ambulance men must have steady nerves; not so much for the riding as for the walking. Mac and Leon have walked across 8-inch steel beams with a litter containing a trained construction man who had fallen from just such a beam! They've slid down the sides of excavations to remove men crushed by cave-ins. And, most of all, they've learned how to meet and react to anguished relatives with confidence-inspiring professional calm and quiet good humor despite frequent atmospheres of near-hysteria.

"Not many die on us, thank God,"

said Mac fervently. He told how one such case was met as he transferred a heart patient to Massachusetts. "The mother tried to wake up her son when we stopped for lunch. She said he was asleep. I felt of him; he was cold. I called a doctor who declared him dead. The mother just sat there like a statue while we waited for the legal technicalities to be straightened out. She couldn't believe he was dead."

Ambulance men get to know the doctors and nurses at the hospitals well. These professional people know and depend on the ambulance men. Mac named several of the drivers who had married nurses whom they had met during the course of their duties.

On one typical day the team of McNally and Falk made four ambulance calls, did five oxygen services and one sick room call where they delivered a chest respirator. They went on duty at 6 a. m., and ended up back at the 69th Street garage at 4:05, logging 104 miles for the day. There they cleaned out the ambulance and backed it carefully into its stall. Leon had all the reports made out and they punched in the time clock before going up to the locker room to change into civilian clothes. The day was finished; tomorrow was another Big Question Mark.

"I look forward to it," said McNally. "There'll be something new and interesting!"



Today is over and Mac dresses to go home. In locker is box of maps, odds and ends, and 'no smoking' sign used when oxygen is used on the ambulance. Each day is different and each call for aid a challenge.

ICC Orders 30-Day Rule on Leasing Effective December 1

THE Interstate Commerce Commission ruled October 18 that the 30-day minimum-lease rule (MC-43) is to become effective December 1, 1955. This decision represents a significant victory for the Teamsters Union, which had staunchly opposed a two-year postponement of the rule advocated by agricultural groups and trip-leasing segments of the industry.

In substance the ICC ruling makes effective December 1 the rules which provide:

1. A minimum 30-day lease period for owner-operator equipment, and
2. Prohibition of compensation for vehicle leasing on a basis of a percentage of revenues.

These rules, properly enforced, will go far toward ridding the industry of "gypsy" operators. The owner-operator, who has moved from carrier to carrier on a single-trip basis, now will be re-

quired to enter into a more stable relationship with a single carrier.

In reaching its decision, the ICC gave particular attention to testimony of spokesmen for the Teamsters, especially in regard to evidence that the "gypsy system" is acknowledged to be conducive to law violations.

The Commission granted some exemptions to the ruling, but none of these is regarded injurious to the Teamsters' basic position on "gypsy operations."

The ruling represents a long step forward in highway safety and is an important contribution toward improvement of conditions in the trucking industry.

Legal counsel for the Teamsters Union in the long and successful fight was the firm of Wheeler and Wheeler, with former Senator Burton K. Wheeler directing presentation of the union's testimony.

Auto, Truck Rental Employees Due Wage-Hour Law Protection

Employees of automobile and truck rental concerns are entitled to the benefits of the Federal Wage and Hour Law, the Federal Court of Appeals in Chicago has ruled.

Secretary of Labor James P. Mitchell, through Labor Department Solicitor, Stuart Rothman, filed a suit to enjoin the Pascal System, Inc., 1127 Lawrence Avenue, Chicago, from violating the overtime and record-keeping provisions of the Federal Law.

The Wage and Hour Law applies to employees engaged "in commerce or in the production of goods for commerce." It provides for a minimum wage of not less than 75 cents an hour and the payment of time and one-half compensation for hours worked in excess of 40 a week.

The firm claimed that its employees were not engaged in interstate commerce, and that the concern was exempt from the law as a retail establishment.

In his decision, reversing the judgment of the U. S. District Court,

here, Circuit Judge Swaim held that the employees of Pascal System, Inc., are engaged in interstate commerce or in the production of goods for commerce, and that the automobile and truck rental firm did not meet the requirements of the law for exemption as a retail establishment.

CANNERY VICTORIES

Another important step in the nationwide organization of canneries was taken recently when Teamsters were certified as the bargaining agent for the Hamilton, Ont., plant of Gerber Ogilvie Baby Food Company.

Teamsters' Local 879 has won certification in behalf of the 200 workers at Gerber. The employees overwhelmingly preferred the Teamsters as their representative union.

Much of the credit for this victory, according to International Headquarters, goes to I. M. (Casey)

Dodd, organizer for Central Canada.

Organization of the Hamilton plant is added to Teamster certifications already won at Gerber units in Rochester, N. Y.; St. Joseph, Mo., and Oakland, Calif.

One of the primary purposes of organization of the Hamilton plant was that of bringing the wages, hours and conditions of the food and process workers in line with those of workers doing comparable jobs in the United States.

A union shop agreement has been signed with the Stayton Canning Company, Stayton, Oreg., covering 750 people, with Local 670 as the bargaining agent, according to information from Ed S. Benjamin, secretary, Local 670, Salem, Oreg., of the Western Cannery Council.

The advances won by the union in behalf of the Stayton employees were made possible through the energetic assistance of Joint Council 37, Portland, Oreg., and William O'Connell, organizer.

"Bill O'Connell and his people worked mighty hard with the Stayton workers to help win this contract," Benjamin reported.

Don't Turn the Clock Back

General President Dave Beck Tells House Committee Weeks' Report Would Return Rail Monopoly Ended in 1920

Following is the text of a statement given by General President Dave Beck to the House Interstate Commerce Committee on September 21. The committee is hearing testimony on proposed changes in the national transportation policy advanced by a committee headed by Secretary of Commerce Sinclair Weeks.

THE International Brotherhood of Teamsters is concerned with preserving the health and prosperity of the trucking industry which employs its members. We seek to constantly improve the job opportunities of our membership and to freely negotiate wage increases and other benefits.

For these reasons we have given careful study to the recommendations of the Presidential Advisory Committee on Transportation and Organization (the Weeks' Committee).

Our conclusion after a serious study of this remarkable document is that in it the members of the Weeks' Committee reveal that they wish to return our industry to the gas-lit, high button shoe "good old days" of the past.

CORRECTLY TAGGED

Recognizing this, an inspired but unidentified clerk in the United States Senate tagged the bill introduced to implement this report with the symbolic number "1920."

Unwittingly this designation reveals the truth for it is to the "good old days" of railroad monopoly and unlimited power ended in 1920 by Act of Congress that the railroads wish to return.

The Weeks' Committee report merely gives form and substance to this basic urge on paper in an effort to gain Congressional approval of an attempt to turn back the clock by legislative fiat.

The Cabinet Committee Report, for instance, urges the deletion from present law of the phrase "without

munities until 1920. Instead of increasing competition the reverse would be true.

The International Brotherhood of Teamsters cannot remain silent under such circumstances for the welfare of the Union and its membership is vitally concerned.

There are more than six and one half million men and women employed in the trucking industry—a total employment second in the Nation only to agriculture. It is the responsibility of the International Brotherhood of Teamsters to protect the entire field of employment, for its members permeate the entire industry structure and constitute the largest single block of employees.

We seek the highest possible benefits for our members, and the other working men and women in the industry benefit as well when we are able to achieve gains. But we cannot continue these gains unless the trucking industry can operate under a set of rules which are fair and equitable—rules not slanted in favor of the railroads.

The Weeks' Committee report does not supply a fair and equitable set of rules under which the trucking industry can progress and prosper.

The Interstate Commerce Commission has stated in the Pennsylvania Truck Lines, Inc.,—Control—Barker Motor Freight, IMCC 101, 111 case that "truck service would not, in our judgment, have developed to the extraordinary extent to which it has developed, if it had been under railroad control."

LET PROGRESS CONTINUE

The International Brotherhood of Teamsters wants the trucking industry to continue to develop and grow.

The Weeks' Committee report would, if adopted, strike a major blow at the Interstate Commerce Commission which permitted the trucking industry to grow independently of the railroads. It would strip the ICC of essential regulatory and policing functions.

This Union strongly opposes nationalization of any industry.

The inevitable result of the Weeks' Committee recommendations would be to create a monopo-

listic (rail) transport system at the expense of and including other forms of transportation. Inherent and potential abuses of monopoly would inevitably lead to nationization of the transportation industry as in other countries.

Collective bargaining to be effective needs private ownership. The Union's efforts to secure gains for its members would be severely hampered in a monopoly or in dealing with a nationalized industry.

The International Brotherhood of Teamsters is interested in preserving the structure of the trucking industry which is characteristically small business. The smallest Class I railroad is a giant compared to the largest truck line. Of the carriers subject to ICC jurisdiction 92 percent operate less than ten trucks.

We must support the Motor Carrier Industry as an independent industry which concerns itself with truck transportation solely. This industry should not become a mere appendage of another mode of transport, a probability if the Weeks' Committee Report should be adopted.

The danger we face is spelled out in detail in the report of the Cabinet Committee. The cynical nature of the proposals emerges clearly in the discussion of minimum-maximum rates. The fine words when analyzed reveal that the net result of the recommendations made in the report would amount to no rate regulation at all.

The Weeks' Committee report would have rates determined solely by the pressure of cut-throat competition, not between equals, but actually would encourage the big and strong to swallow the small and weak.

No truck line would long survive the superior economic and financial resources and wide diversity of traffic of a railroad competing with it, if that railroad was also armed with the right to cut rates at will until the independent truck line was wiped out. The Weeks' Committee Report would so arm the railroads.

Having accomplished destruction of a competitor the railroad then could fall back on the maximum rate loopholes provided by the Weeks'

report and raise its rates to regain losses suffered during the successful rate war.

The average motor carrier cannot long engage in or survive a rate war. The nature of costs incurred by the average truck line is so constituted as to reduce the range within which the motor carriers can reduce rates to meet the kind of cut throat rate wars the Weeks' Committee report would foster.

Dog-eat-dog rate warfare where not the fittest, but the most ruthless survive would unquestionably affect operating margins and place a pinch on wages—a matter of grave concern to the Teamsters Union.

The end result of such ruinous cut throat rate wars is monopoly. With monopoly comes higher prices to shippers, poorer service and discrimination between shippers and communities.

In the end the principal sufferer is neither the bankrupt trucker nor

the wage depressed working man but the general public which must bear not only these indignities but the inequities of the results of monopoly as well.

In conclusion, I would say that the Weeks' Report on Transportation would gravely hamper the trucking industry in the interest of the railroads. It would bring about a reduced trucking industry.

A reduced trucking industry will adversely affect our members' jobs. A sick and beaten industry cannot pay good wages and maintain the splendid union conditions we have fought so hard to establish. We, as well as our employers, will suffer.

Therefore, we firmly oppose the recommendations contained in the report of the Presidential Advisory Committee on Transportation and Organization as inimical to the interests of the general public, the trucking industry and organized labor.

UNIFORM PAY WON IN A&P CONTRACT

THE principle of uniformity in pay for workers in different cities in the food warehousing industry was achieved for the first time in negotiations covering 700 A & P warehousemen in New Jersey, according to Harold J. Gibbons, Acting Director of the National Warehouse Division.

The General President's office requested Vice President Hickey, Gibbons and Sam Baron, Field Director of the Warehouse Division, to assist when a strike by Local 863 members became imminent. Continuous negotiations went beyond the strike deadline and until seven in the morning before agreement could be reached.

The contract calls for an immediate 15 cent increase and an additional five cents next year. Wages will be open for negotiation in the third year. In addition, increases ranging from 17½ cents to 42 cents will be granted over a three-year period so as to eliminate the differentials between New York City and the New Jersey locations.

The night premium will be increased by seven and one-half cents over a two-year period while the premium for workers in the ice-box will increase by 10 cents over a three-year period.

A half day off on Christmas Eve and a half day off on New Year's Eve make a total of 12 days off with pay during the year. Premium pay for holidays of time and one-half will jump to double time in 1956.

Negotiators for Local 863 were led by Joseph Pecora, secretary-treasurer, Jules Feldblum, president, and Thomas Sasso.

Fringe benefits won for the first time include two fifteen-minute breaks during the day, three days leave with pay to attend a funeral of near relatives, jury duty pay, and the company to furnish rubber gloves, aprons and boots to men in certain classifications.

In addition the picket line clause was clarified and the check-off achieved. The seniority clause was strengthened in several respects.

PACKING FIRM SIGNED AFTER 20-YEAR FIGHT

ONE of the last strongholds of antilabor operations is now organized following a campaign by the International Brotherhood of Teamsters which reaches back more than 20 years.

The Morgan Packing Company of Austin, Ind., has signed a five-year agreement with General Drivers, Warehousemen & Helpers Local 89, Louisville, Ky. The sensational victory marking the capitulation of Morgan was due largely to the efforts of midwest Teamsters under the leadership of Paul W. Priddy, president of Local 89, backstopped by the Central Conference of Teamsters.

1,000 COVERED

The new contract covers 1,000 workers in production, warehousing work, plant drivers and other employees. The agreement negotiated by President Priddy and his committee provides for seniority and union shop; has a "hot cargo" clause, a

picket line clause; five paid holidays and check-off. The pact also carries with it increases of 5 cents per hour for the first year and 2 cents hourly each year thereafter for the life of the contract.

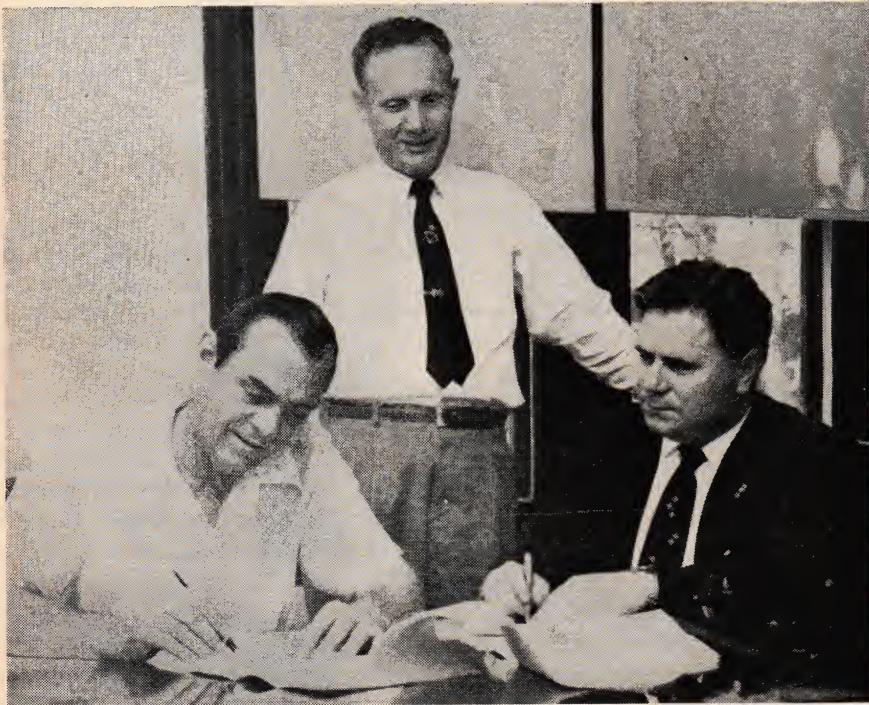
The contract was signed for the company by Ivan Jack Morgan, present head of the corporation.

One of the longest strikes in Teamster history ended when the agreement with Morgan Packing Company was signed.

The strike began on March 25, 1939, when the company's over-the-road drivers struck for an increase to their 28-cent-an-hour wages.

At that time the company was a \$30,000,000 concern, serving customers in 30 states from New Hampshire to Texas, as far west as Wyoming. They produced 12 varieties of cat and dog foods and 37 varieties of canned foods for human consumption.

The International Teamster magazine carried on a running fight with the company over the years.



Ivan Jack Morgan, head of Morgan Packing Co., signs contract that ended a 20-year fight by Teamsters to organize big packing firm. Teamsters Marion Winstead (standing) and Paul Priddy, president of Local 89, (right) signed for Union.

It was a rare month, indeed, that didn't see a blunt attack aimed at the company.

One feature of the strike was the continual change of the brand names of the company's products. As fast as the striking Local No. 694 would send out "Don't Patronize" lists of the company's products, the company would change all the labels on its cans. They also frequently changed the names of the trucking companies which carried their products—at one time painting the names of the drivers on the sides of the trucks. This continual changing of brand names ended during the war, when the Teamsters Union withdrew the emphasis it had put on the "Don't Patronize" lists, because of rationing.

The strike remained dormant until after the war when the Teamsters Union once again began quietly to working on organizing the plants. Efforts were culminated in the signing of the agreement.

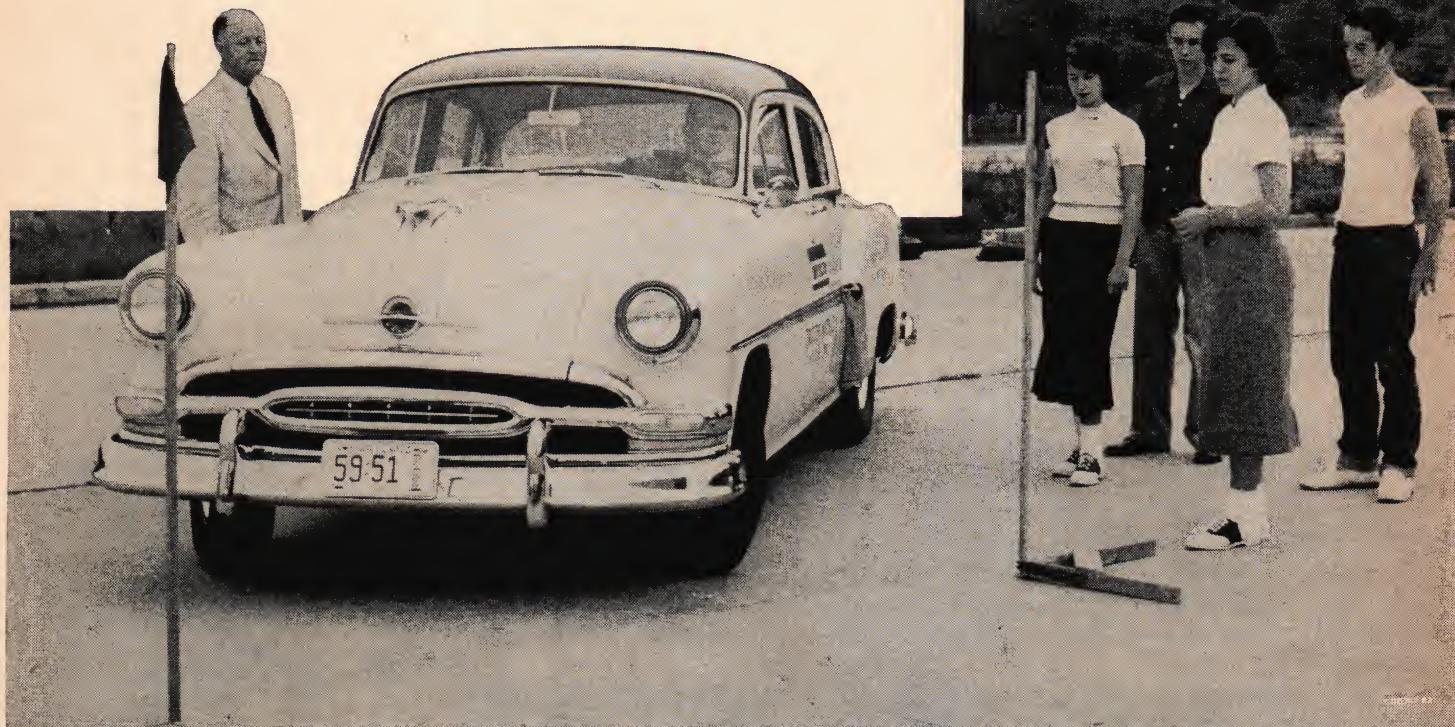
LARGE PACKER

The importance of signing the Morgan concern can hardly be overestimated in the opinion of Local 89 officials as well as in the opinion of conference and International officials. Morgan is a large packer of foods under private labels, serving some of the nation's largest supermarkets and grocery concerns. The power and influence of the company extends far and wide in the food industry.

Signing of the pact reminds Teamsters that efforts have been made to negotiate an agreement for more than 20 years, back in the days when the head of the company was Ivan Morgan, Sr., a power in politics as well as in industry. At one time drivers for Morgan were organized, but it was found that this small segment of the concern as unionized workers was being used to mask operations of the company which were decidedly antiunion in character. The Teamsters voluntarily gave up these drivers in order to effect organization on a wide base. Relinquishment of the drivers proved to be a wise course, because eventually the entire company was brought under unionization.

YOUNGSTERS WANT TO BE GOOD DRIVERS

*Many Public Schools Are Tackling
Highway Accident Problem with Driver
Education Courses; Results: Good!*



High school students face up to the problems of their motor environment as they learn the fine points of automobile driving. In about 10,000 of the nation's high schools these driver education classes seek to make tomorrow's drivers more "professional."

TODAY traffic accidents are costing four billion dollars a year and killing nearly 40,000 men, women and children annually; a daily average of close to 109!

At the root of all this death and destruction are the 53 million vehicles and 67 million licensed drivers on our streets and highways today. The amazing total of 51 per cent of our population 14 years of age and over now drive motor vehicles.

But, to make matters worse, the Department of Commerce has predicted that by 1965 the total of motor vehicles will go to a staggering 81 million! Even if the wheels of construction were to go into high gear tomorrow morning, sufficient roads

could not possibly be built to maintain even today's inadequate standards. What, then are we going to do to prevent a type of vehicular race suicide?

The public schools are attacking the problem with an integrated driver education program which has attracted the attention of legislators and already has received the plaudits of insurance underwriters. Through classroom instruction and actual driving lessons in dual-control cars, teachers are seeking to make the drivers in that hectic traffic future more "professional" than their parents have been.

Much of the slaughter on our streets and highways today can be

laid directly at the feet of our legislators of past years who failed to act when the problems inherent in the Auto Age presented themselves. In the beginning were slow-moving horseless carriages and rough roads. Danger was negligible. Then roads began to be smoother and wider; autos became more high-powered and faster. Pretty soon it was nothing to it . . . you could kill yourself or someone else without half trying.

Instead of instituting rigid licensing programs, states generally turned their citizens loose on each other.

The nation's schools are attempting to repair with education the damage occasioned by the lack of proper legislative licensing and con-

trols. In all too many states, automobile licenses are easier to obtain than dog licenses. In some states you can still obtain them by mail.

Incontrovertible proof of the schools' success is contained in the actions of traditionally unemotional insurance actuaries. Companies underwriting automobile insurance for years have demanded additional premiums if the car was to be driven at any time by a member of the family below the age of 25. They did this because accident statistics revealed this age-group to be more "accident-prone." Early this year, many insurance companies began offering preferred rates for the under-25 driver who had completed a high school course in driver education.

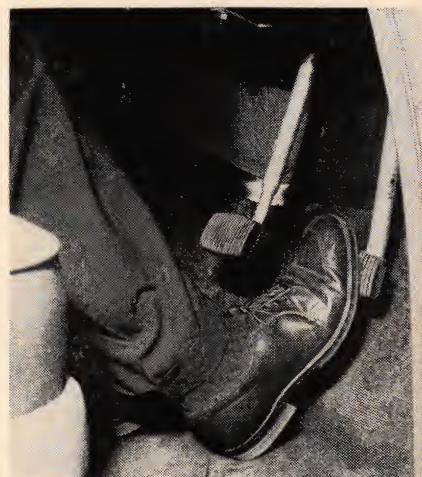
Fortunately for any number of us alive today, the death rate per million vehicle miles of travel is gradually decreasing. In 1933 it was 15.6, 11.5 in 1943 and 7.1 in 1953. By last year it had been cut to 6.5. Incidentally perhaps, but nonetheless true, is the fact that the driver-education program in high schools was begun in 1933. Current reports from state departments of education reveal that only about 10,000 of the estimated 25,000 high schools in the nation now have such programs of education under way. About 7,000 of the programs included both classroom instruction and practice driving.

There are many hurdles for the program to clear. Small high schools cannot afford the laboratory specimen, a dual-controlled car, even though now considerably simplified. It now contains only dual brake and clutch pedals. The expensive auxil-



Left: The instructor rides with a student driver, giving a basic foundation of good driving which will remain with him through the years. Educators believe program will reduce future fatalities.

Below: The instructor rides with the student with auxiliary brake and clutch pedals as a safety measure. Six hours of practice driving is considered ample.



iary steering wheel is no longer considered necessary. Nevertheless, the training car represents a substantial expense.

In some school systems many civic-minded dealers are "lending" cars to the school system when the schools install the dual controls. Not a lot of mileage goes on the cars, which can be sold at discounts by the dealer when they are returned with the dual controls removed.

While this lessens the height of the first hurdle, the second remains: time from other classes to take the course. With the complications of modern life, the high school student must receive instruction in an astounding number of courses. Life is no longer a "reading-writing-arithmetic" affair. Add to this the fact that in many instances schools are running split-shift classes and you come up to the realization that there is not always sufficient time available for the instruction.

As if two difficulties were not enough, there is a third. The supply of qualified teachers is limited. It requires real training in order to teach driving. Not everyone who drives is qualified to instruct, exactly as everyone who talks is not quali-



Above: Girl's steadiness of hand is gauged as she moves metal rod down tapered slot. When sides are touched light flashes to signal the fault.



Far left: Instructor rates student (behind device) in ability to judge distances. Miniature cars are seen in mirror. Student must decide which is farthest away.



At left: Student assistant sets device with measures how far to sides student can see while looking ahead. Anyone with "tunnel vision" can never be a safe driver.

fied to teach English. And many states are not giving any aid to their school districts for this course. The school systems must do it with the number of teachers they are entitled to by statute. When all teachers have full schedules, to acquire a driver education instructor, the principal must give up a teacher in some other subject.

Whenever the driver education course meets minimum standards, each pupil receives thirty hours' classroom instruction and 6 hours' supervised practice driving. In addition, the student occupies the back seat as an observer while other pupils receive driving instruction.

In class work the students study and discuss driver attitudes, rules of the road, causes of accidents, good driving practices, care of the car, pedestrian practices and other related safe-driving topics.

In laboratory sessions the student undergoes tests which determine the speed of reaction, peripheral vision, depth perception, color determination, steadiness of hands and visual acuity.

At the wheel of the automobile, under guidance of the instructor, the student learns to start, steer and stop the car smoothly, learns parking procedure, acquires skill in

backing and turning into narrow lanes and openings. Some general instruction usually is given in elementary engine repairs such as might be occasioned on the highway. Girls, for instance usually are instructed in how to change a flat tire.

So far, according to the National Education Association, not more than 40 per cent of the eligible students have received the instruction. About 8,000 dual-control cars, an absolute necessity for the completion of the course, were used last year. As one instructor said: "It's up to the public to decide if this program is worth the time, effort and expense in lives and economic savings. If they decide that it is, then some way of meeting the needs of an effective program is going to have to be achieved." There are those who feel the 40 per cent estimate by the NEA is too high.

In one county school system on the Atlantic seaboard, in a mixed rural-urban area, only 1200 students were instructed last year. Each received an average of 18 hours in classroom instruction, a mere 4 hours behind the wheel and 12 hours in the rear seat as an observer. The potential student load for driver education in this school system was

Girls are taught to be self-sufficient by instruction on how to change tires. Not all teachers include such lessons.

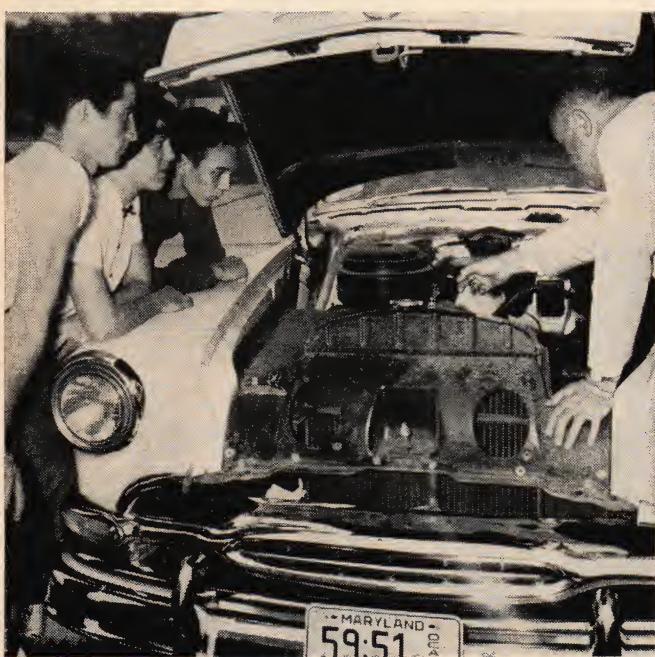


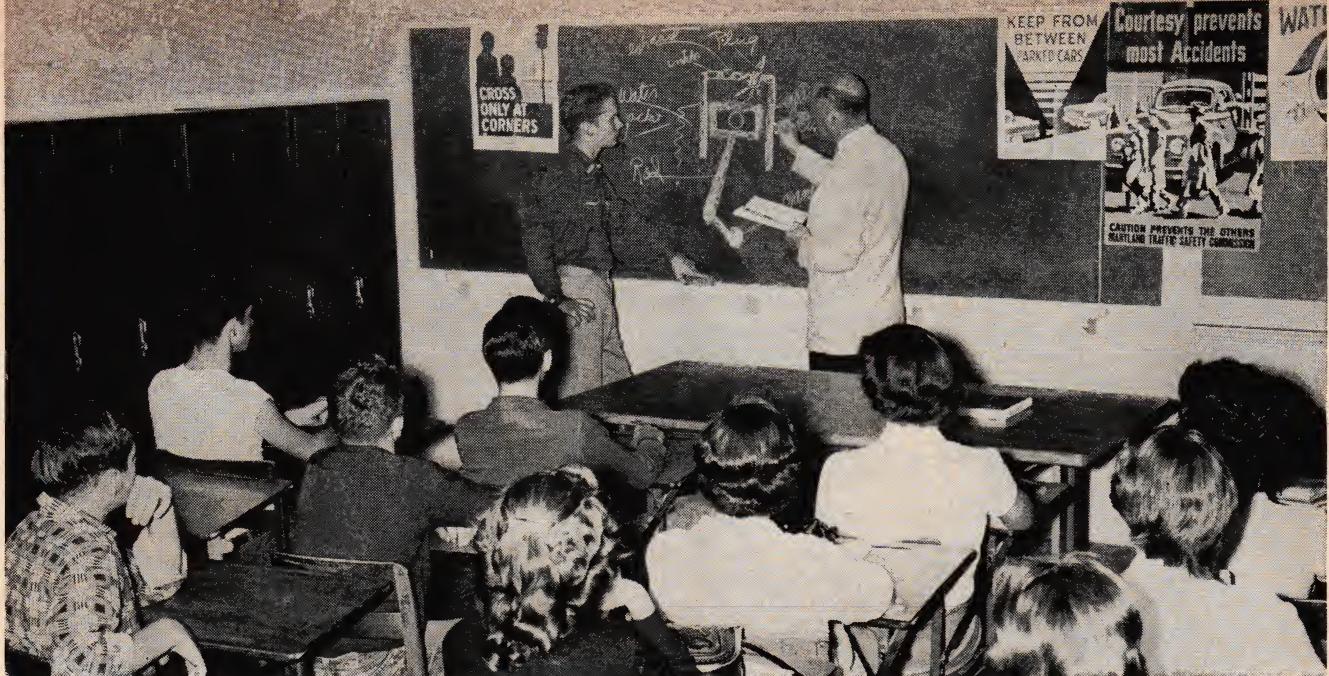
6,160. Finances limited the instruction so that only one out of three could obtain it. If the system could maintain enough instructors and facilities to encompass the larger figure for three years, each succeeding tenth grade of approximately 2500 (with no school census increase) would constitute the entire load. Quite probably, at that figure, this typical school system could give complete instruction to its students.

In this "test tube school system," neither rich nor poor, large nor small, urban nor rural, only one in

Instructors believe good drivers should have basic understanding of what makes the car operate. Here the instructor points out to student drivers what is under hood before they take over wheel.

Not all cars are automatically shifted yet so standard course includes instruction in basic form of gear shift. This training device was made by instructor in his basement to save school funds.





Students in a classroom session of driver education. Here they learn that reckless and inept driving can kill themselves and others. Rules of road, care of car, causes of accidents come in for vigorous study and discussion. Posters stress safety angles.

three received instruction. Why not more? The supervisor of the driver education program states it is because school budgets will not allow more instructors to be employed. In most states, school districts are reimbursed for part of the cost of the program. Last year Florida, Maine and Louisiana joined the pioneers of California, New York and Pennsylvania in providing state aid. Legislatures in Maryland, Nebraska, North Carolina and Oregon considered similar bills but did not pass them. West Virginia went "all out" as a bill was introduced which would make driver education courses compulsory in all state high schools. The bill did not pass.

Educators with the good of the program at heart do not want driver education placed in any different category than civics education or home economics education. They believe sufficient funds for it should be forthcoming from the same sources as that for the rest of the school system's instructional efforts. As the instructor said: "It's up to the people to decide if driver edu-

cation is worth the money."

Teamsters have more than a passing interest in driver education programs. Not only do many Teamsters have youngsters of their own who are approaching the licensing age, but Teamsters also are going to be meeting these future drivers on the road. It will be healthier for all concerned if the drivers of tomorrow are well-trained, safe drivers.

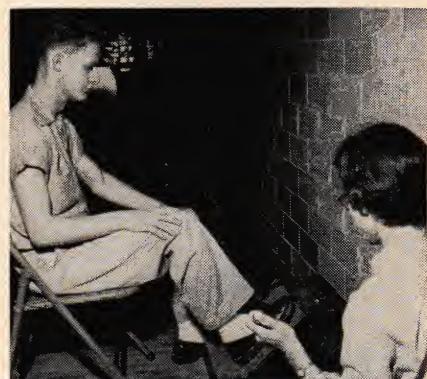
Educators believe the youngsters should be enrolled in the course just before they attain the legal age for obtaining a license. If they have not had the course by then, they may get misinstruction from young pals and acquire bad driving habits. After they get their hands on a license, the compulsion to take the course is lacking.

There have been critics of the driver education courses in the schools. Others, while not critics, have not been enthusiastic about the program. Nevertheless, it must be granted that, with the increases at present in speed and power of our automobiles; with the increasing congestion on our trafficways, and with the certainty of a tremendous increase in the numbers of vehicles, something definitely must be done. If something is not undertaken, we have only the other alternative of accepting the awful slaughter on our highways as inevitable.

The schools' attack on the subject through education of beginning drivers may bring the nation a measure of the relief which it must have if traffic deaths are to be kept to a minimum.



Right: A student at device which gauges the all-important aspects of eye use while driving. Those with faults which are not lens-correctable are urged not to attempt to drive automobiles.



Student assistant in foreground measures the reaction time of boy in chair. Young drivers usually react faster than oldsters

TEAMSTERS, BUTCHERS REVIEW GAINS

Marked progress in the joint organizing effort of the International Brotherhood of Teamsters and the Amalgamated Meat Cutters & Butcher Workmen was reported at a meeting of the joint committee representing the two unions. Officials of the unions met in Los Angeles, Calif., to review progress since the pact between the Teamsters and Butcher Workmen was signed a year ago.

This progress meeting afforded an opportunity to study our mutual agreement and amend it as necessary based on our field experience.

After the meeting the co-chairmen of the joint committee, Lewis C. Harkins (Teamsters) and Leon Schachter (Butcher Workmen) said, "This has been a productive meeting in which progress over a wide front was shown. We have learned a great many things about working together in this mutual aid operation and we are certain that the lessons of the past year will result in substantial progress in the months ahead."

The conferees reviewed the entire national situation and heard reports on organizing problems in practically every sector of the country. The

joint committee members from the Teamsters present at the meeting included, in addition to Harkins, Vice Presidents Einar Mohn, Washington, D. C.; James R. Hoffa, Detroit, Mich., and John T. O'Brien, Chicago, Ill., and Harold Gibbons, acting director of the National Warehouse Division, St. Louis, Mo.

Present also from the Teamsters were Vice President Frank W. Brewster, chairman; Vice President Joseph Diviny, and John Sweeney, secretary-treasurer, of the Western Conference of Teamsters; Joseph Dillon, director of the Western Warehouse Council San Francisco, Calif.; Pete Andrade, director of the Western Cannery Council, San Francisco; Jack Annand, international representative and president, Joint Council 42, Los Angeles, and William B. Griffin, director of the Miscellaneous Division.

Butcher Workmen committee members attending the meeting included Harry Poole, executive assistant, Chicago, Ill.; Vice Presidents T. J. Lloyd, Salt Lake City, Utah, and Marvin Hook, St. Louis, Mo.; Executive Board Member Max Osslo and Co-Chairman Leon Schachter.

Teamsters Sweep Roadeo Honors

Teamster members made a clean sweep of all first place awards in the annual National Truck Roadeo recently held at the Nation's Capital, triumphing over a starting field of 55 drivers from 18 states in the contest sponsored by the American Trucking Associations.

Aubrey L. Harper, a member of Local Union 515, Chattanooga, Tenn., a city pickup and delivery driver for Super Service Motor Freight Co., won first place in the straight truck class for the second year in succession.

Covert Flucks, a member of Local Union 299, Detroit, Mich., a driver for the W. Ford Johnson Cartage Co., captured first place in the single axle semi-trailer class.

James S. Jackson, a member of Local Union 391, Greensboro, N. C., and vicinity, took first place in the tandem trailer tractor division. He is a driver for Pilot Freight Carriers, Winston-Salem.

The Teamster winners will receive, in addition to the trophies, \$50 a month for 12 months. The first checks were presented at the banquet at which they were honored guests. The winners demonstrated superior skill in handling trucks and scored high in written safety tests, courtesy and appearance.

Local 107 Lauded For Flood Aid

Local 107, Highway Truck Drivers and Helpers, Philadelphia, Pa., won high praise as a result of its efforts in aiding flood victims in the stricken Stroudsburg area, according to information received at International Headquarters.

Some 50 truck drivers manned vehicles in an operation in which the food and trucking industry and Teamsters joined to render immediate relief to the flooded area. The trucks were from member firms of Motor Transport Labor Relations, Inc., and the drivers were from Local 107.



Teamster members took all three first place awards in the annual National Truck Roadeo held recently in Washington, D. C. From left to right: J. S. Jackson, L. U. 391, Greenville, N. C.; Aubrey Harper, L. U. 515, Chattanooga, Tenn., who repeated his last year's win, and Covert Flucks, L. U. 299, Detroit. For details see the accompanying news story.

WHAT'S NEW?

Corrosion-Proof Battery Oil Cups on Market

First developed in post-war France and now original equipment on most European vehicles is a line of corrosion-proof oil cup terminals said to greatly prolong the life of a battery.

As battery acid eats away and shortens the life of the battery and cables, the unsightly deposit of corrosion breaks down the battery, builds up resistance and restricts the proper flow of power to the starter and other electrical devices. Now being distributed in America at \$2.98 a set by a California firm, the corrosion-proof oil cups are guaranteed



without cups

with cups

to stop corrosion and sulphation completely; increase the battery's life span over 26 per cent; make the cables last for the life of the car; start the car instantly, winter or summer; provide greater safety in case of fire or a short; improve the car radio reception; reduce battery water evaporation, other electrical device trouble, replacement and maintenance costs.

Easy to install, you slip the cups over the battery posts yourself, the model at the above listed price is suitable for all 6-8 and 12-24 volt engines.

Versatile Hole Drill Now Available

Clean, round holes in gaskets, sheet plastic, cork and rubber, cardboard and paper can now be attained with a common drill press by use of a new line of specially-designed chuck and drills. Drills in 14 sizes from $\frac{1}{8}$ to $\frac{1}{2}$ inch can be handled by the chuck.

Universal Hammer with Interchangeable Heads

A hammer designed for universal use is now being marketed which should eliminate surface scarring from use of

the wrong head weight. A wide choice of interchangeable heads, aluminum, brass, copper, two types of nylon and three hardnesses of plastic, snap in and out by means of a spring pin that also acts as a safety lock. The spring pin is countersunk to prevent the accidental release of the head.

Two weights of handles are also available—aluminum for light work or steel for heavier duty needs.

Bleeder and Dispenser For Hydraulic Fluid

From Philadelphia comes a portable, one-man, hydraulic fluid bleeder and dispenser for master cylinders on hydraulic pressure systems with a completely sealed, self-contained unit, holding a gallon of liquid. No air connections are needed and an air pump bulb prevents air bubbles. Pressure up to 15 pounds is quickly attained by squeezing the air bulb 15 or 20 times.

The bleeder plug fits four different cylinder cap threads and the entire unit can be used inside or outside the shop.

Screwdriver Carries Its Own Spotlight

Two tiny dry cell batteries in a shock-proof, rubberized and insulated handle provide the power for a screwdriver's flashlight now being distributed from New York City. This screwdriver thus carries its own spotlight for work in dark corners, such as on engines or truck frames or for emergency work on the road at night.

Light Weight Featured In New Welding Cable

A new line of aluminum welding cable is claimed by its manufacturer to weigh only half as much as conventional copper cable. Of its two grades, SR is recommended for normal use and has a synthetic rubber jacket, while N-60 with its 60 per cent neoprene jacket reinforced with rayon braid is recommended when rough usage is encountered.

Lifetime Guarantee Of New Spark Plug

A Pennsylvania firm has reported what it claims to be a lifetime sparkplug. Capable of delivering over 300 per cent more fire power than the single-electrode type of plugs, this air-craft type, four-electrode spark plug is chrome plated for heavy duty. Delivery of better compression, faster acceleration and more gas mileage are cited as advantages of the hot, 360-degree rotating spark fired

by the plug. Self-cleaning to prevent fouling, it comes with a lifetime guarantee.

Plug Seals Punctures In Tubeless Tires

A new plug for tubeless tires can permanently repair punctures up to $\frac{5}{16}$ inch and without removing the tire from the vehicle. Even the most irregular holes can be filled by the plug's compressible body. Insertion, that is made by use of a specially designed rod, is completed by a special collar that forms a hermetical seal. Loosening is prevented by the use of a special adherent.

Engine Starter For Coldest Weather

A cold engine starter from New Jersey is said to force a response from even the most stubborn engine. A fast-igniting fluid injected into the air intake stream will cause it to kick over very quickly despite the cold, it is claimed. Even with gloved hands, easy injection is permitted by the atomizer top.

Anti-Corrosion Lacquer To Preserve Aluminum

A clear, water-white protective butyrate lacquer coating will, it is claimed, protect aluminum surfaces for long periods despite windborne grit, road salts and weather. Although the lacquer coating can be applied to equipment already in service and can be renewed when needed during the service life of the trailer, it should ideally be sprayed on when the equipment is new. Then no priming coat is required, only a solvent wash to remove all traces of wax, grease or foreign matter. On weathered aluminum, a standard phosphoric acid pre-wash is recommended.

Offer Round or L-Step Fuel Tanks

Both round and L-step fuel tanks, each with their own advantages, are being offered by a Texas manufacturer. An exclusive offset weld development for greater safety and crash resistance, which places the weld a full inch from the point where the head of the tank starts to curve, is featured in the round fuel tank. This is available singly or in pairs and comes in 35, 40, 45, 50, 60 and 65-gallon capacities.

For truck owners who wish to shift the weight of the fuel tank toward the front axle of the truck, the firm offers the L-step tank in 42 to 71-gallon capacities, and available singly or in pairs.

TEAMSTER TOPICS

Teamsters Fight Noise

Teamsters and truck owners have joined hands in an effort to cut down on traffic noise in the St. Louis area. The two groups have formed the Citizens Traffic Advisory Council of Greater St. Louis, an organization composed of representatives of every industry in the trucking field and the Teamster members. Gene Walla, president of Local 682 and vice president of Joint Council 13, has been elected vice president of the CTAC.

The traffic council, with a "Quiet Please" campaign as its immediate goal, may ultimately develop into a permanent Teamster-Trucker foundation to meet all problems of the industry in the area under a proposal made by Harold J. Gibbons, president of Joint Council 13.

The Council has designed truck owners' and drivers' pledges in which owners promise to keep

equipment in good maintenance and drivers pledge themselves to good driving practices and the elimination of unnecessary noises and disturbances.

Other Teamster representatives on the council are Charles Grogan, president of Local 600; Jake McCarthy, public relations director of Joint Council 13, and Sidney Zagri, community relations director of Local 688. J. R. Manning, Representative of Machinists' District 9, also is a member of the Council.

Life Saving Cited

A Van Dyne, Wisconsin, couple has written to the officers of Chauffeurs, Teamsters and Helpers Local 200, Milwaukee, expressing their appreciation of the efforts of a member, Chester Yech, who saved their lives and much of their property in a fire at their home.

The couple, Mr. and Mrs. R.

Ellickson, said Yech worked for more than two hours with other volunteers to save possessions of the family.

"Words can never express the feeling we have in our hearts for Mr. Chester Yech and we hope that some day in some way we can repay him," the letter said.

38-Hour Week Set

Local 610 became the first St. Louis Teamster driver group to win a 38-hour week with the signing of a contract between the St. Louis *Post Dispatch* and the *Globe* and their drivers and dockmen.

The contract provides wage increases of more than 30 cents an hour over a 3-year period, a 37½-hour workweek for day drivers and a 38-hour week for night drivers, effective August 22, 1956.

About 180 drivers and dockmen are affected by the contract, which also includes a non-contributory health and welfare plan and a new pension plan.

Drivers received an immediate 10-cents an hour increase, retroactive to August 22, 1955. The Central States Health and Welfare Plan went into effect immediately and the pension plan will be instituted August 22, 1957. Secretary-Treasurer Pete Saffo and Business Representative Lester McIntyre led union negotiations.

Member Wins Scholarship

Walter Martyniak, a member of Local 653 of Brockton, Mass., has been awarded a \$1,500 fellowship at the Harvard University school of Business Administration in the trade union program.

The scholarship was presented at the recent convention of the Massachusetts Federation of Labor as part of the federation's Labor Memorial Fellowship program.

Martyniak is employed at the warehouse of the Western Auto

First Pensioner Gets Check



Frank Farnola, center, is shown receiving the first pension check awarded to a member of Private Sanitation Local 813, New York City. Presenting the check is Bernard Adelstein, secretary-treasurer of the local, while James Rosetti, pension plan trustee, looks on. Contributions by employers commenced about three and a half years ago. Several other members are past the retirement age, 65, but retirement is not compulsory and Farnola was the first to apply for the \$60 monthly checks. The check he's receiving here is a lump sum payment of \$420.

Supply Company in Tauton, Mass., which he helped to organize in 1947. He has served as a member of the local's board of trustees since 1950.

Teamster, Pet Save Boy

A New York Teamster, Fred Treibt, and his pet setter, Patsy, worked as a team recently to save a 7-year-old boy from drowning.

Treibt, a long-time member of Local 8 and employee of Schaefer's Brewery, was walking with his dog one day when Patsy commenced to bark loudly and determinedly in the direction of the water.

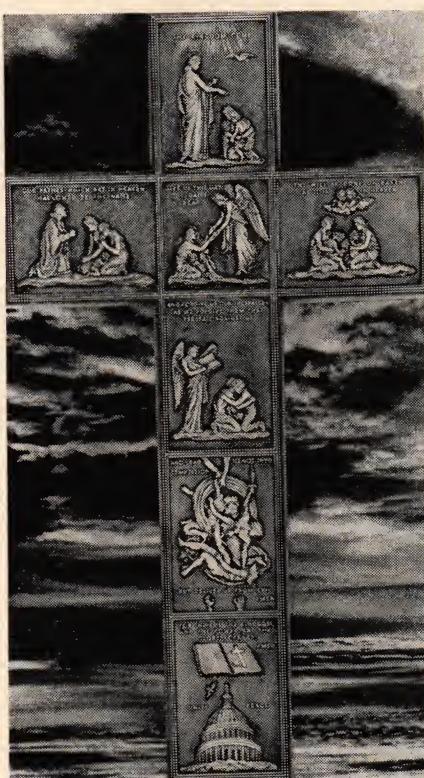
Treibt tried to get the dog to continue on home, but the stubborn pet kept barking until his master ran to his side. The dog then all but pointed to the boy floating face down in the water.

The brewery worker jumped into the water after the child, dragged him from the water and began to administer artificial respiration. He kept it up until an ambulance arrived. The boy slowly regained consciousness.

A week or so later Treibt stood by proudly while officials of the Brooklyn American Society for the Prevention of Cruelty to Animals awarded Patsy a gold medal and certificate of outstanding heroism for his effort in saving the life of little Ricky Schaffer after the boy fell from a dock at nearby Point Lookout.

Cross of Prayer

Teamster Joseph Mugavero of Long Beach, Calif., has been honored by the acceptance of a "Cross of Prayer" he designed which will be placed in the prayer room of the Capitol in Washington as inspiration to the nation's lawmakers.



This is the "cross of prayer" which will be placed in the prayer room of the nation's Capitol in Washington. Designer was Joseph Mugavero, member of Long Beach Local 572.

Mugavero, 52, a member of Local 572 for 27 years, designed the cross as a spiritual gift to his children and grandchildren. The bronze cross stands 36 inches tall and weighs 26 pounds. It is mounted on a 50-lb leaded base. Depicted on the cross in seven illustrated segments is The Lord's Prayer.

The cross was first designed for Mugavero's church, the Community Church of Silverado Canyon. The Reverend J. C. Hurt dedicated a 7-foot concrete cross of prayer in the spring. The cross drew so many favorable comments that the Rev. Hurt asked Mugavero's permission to send the design to Washington for possible acceptance for the Capitol prayer room.

The congregation of Mugavero's church has underwritten the \$500 cost of the bronze cross and the fund will be made up by voluntary contributions.

Fund Reaches \$30,000

Voluntary contributions from members of Teamster organizations and their employers in northwestern Ohio have spiraled to a fabulous \$30,000 mark in the interests of research in medicine aimed at raising the country's children to be strong, healthy citizens, mentally and physically.

The fund was begun shortly after the announcement of the success of Dr. Jonas Salk's polio vaccine for the purpose of providing free vaccine to those in the area who could not afford to buy it. When the Congress passed legislation assuring free vaccine where needed, the Teamster fund was pledged for medical research for child diseases and afflictions.

The drive was initiated by a resolution put forth by LaVerne Lynch, a shop steward and member of Joint Council 44. Lawrence N. Steinberg, president of the Joint Council, spearheaded the drive which culminated September 14 in Toledo when representatives of the Council turned over the money to a group of prominent civic and public leaders designated as trustees.

Brazilian Unionists Visit



Seven Brazilian trade unionists were hosted on a recent visit to Louisville, Ky., by the Kentucky Conference of Teamsters. Paul Priddy, president of the Conference and of Local 89 gave the visitors the grand tour and discussed mutual labor problems with them. They are Pedro Mourelle, Mario de Souza, Euclides de Almeda, Jose Teizeira, Arnold Widmer, Breno Romeu and Michael Sciani.

LAUGH LOAD

Don't Worry

As a couple were leaving a hospital room, wife assures patient: "Don't worry about a thing at the office, Mr. Bedford. If Harry's told me once he's told me a thousand times he can handle your job a lot better than you can yourself!"



Truth Revealed

In a night club, a gal wearing an extremely low-cut gown was pointed out by one young swain to another. "That girl," said the first, "is wearing a \$1,000 gown."

"Possibly," replied his friend, "but her heart isn't in it."



Old Pro

Applying at the accounting department for his first job, the recent high school graduate was momentarily stymied by a question on the application blank which read: "What machines can you operate?"

Pausing briefly, he finally wrote: "Slot and pin ball."



Frank, At Least

A small retailer had been trying for months to collect an overdue bill. All his threats were disregarded. As a last resort, he sent a tear-jerking letter, accompanied by a snapshot of his little daughter. Under the picture he wrote: "The reason I must have the money!"

The reply was a photo of a blonde in a bathing suit, labeled: "The reason I can't pay."



I'll Worry Then

Mrs. Lester could not endure the thought of anyone remaining uncaptured, so when she encountered Mr. Telverson, single and quite cheerful about it, she could not avoid archly remarking: "Forty years old, Mr. Telverson, and never been married? It's really too bad. But surely you have not given up hope."

"Oh, no, indeed," rejoined Mr. T. "I hope I am safe for another 40 years, anyway."



Lesser Evil

There was an earthquake in a South American town which badly scared the inhabitants.

An English family who lived there sent their little son to stay with an uncle in another district for safety's sake.

Two days later the parents received the following telegram:

"Am returning your boy. Send an earthquake!"



Not Particular

"They say he married her because her uncle left her a million dollars."

"Oh, I don't think Jack's that kind of a boy. I think he'd have married her no matter who left it to her."



Without Prejudice

A man was having lunch one afternoon with a friend of his, and they were discussing the romance of a young fellow and girl they each knew.

"What do you think of their getting married?" asked one man.

"Well, it's all right, I guess," was the reply, "but it's too bad that Jim and his girl aren't good enough for each other."

The other man put his cup of coffee down in surprise. "Not good enough for

each other?" he questioned. "What in the world makes you say a thing like that?"

"Well," smiled the other, "I've been talking to both families."



Thank You, Dear

Capper's Weekly tells that a minister was visiting the home of one of his more influential church members. The men were conversing seriously when the four-year-old daughter came in and tried to whisper something to her father. She was sent away three times, only to keep returning. The father finally said, "Whatever you have to say, say it out loud and then run along."

"Well," the little girl said, "Mommy says for pity's sake don't ask the minister to stay for dinner."



Wistfully Yours

"You're getting to be a stuffy old stay-at-home," complained the wife. "What happened to all that zip you used to have?"

"Well, principally," replied the husband, "I'm beginning to feel my corns more than my oats."



FIFTY YEARS AGO in our Magazine

(From Teamsters' Magazine, November, 1905)

IRISHMEN IN DISGUISE

An anonymous member sent in the following poem as explanation for the lack of Irish names coming from the front of the Russo-Japanese War:

While readin' the papers, and watchin' the capers,
Of Rooshin and Jap on the land an' sea,
It sets me to guessin' why names should be missin'
Which should be conspicuous where fightin' is free.

Now, where are the Reillys, the Caseys and Kileys,
And all of the tribes of Mac's and O's?
There nivir was fightin' or wrongs to be rightin'
But some of those boys would be strikin' the blows.

The longer I ponder the struggle out yonder,
Where the Jap and the Rooshin are flirtin' with fame,
The more I'm decidin' the Irishman's hidin'
Behind the quare front of the hathenish name.

When you read of Patriskey and Michael-comisky,
You'll know they're not Rooshins at all, if you're wise;
And the Japs' Tomohara and Teddy-magara
Are only good Irishmin there in disguise.



THE OPEN SHOP

Another Irishman very famous in that day, "Mr. Dooley," had something to say on the Open Shop. Mr. Dooley was written by a columnist, Finley Peter Dunne, and the colorful column was the

most popular newspaper feature of the day. Here is the discussion between the lovable bartender, Mr. Dooley, and his friend, Mr. Hennessey:

"Whut is all this talk that's in the papers about the open shop?" asked Mr. Hennessey. "Why, don't ye know?" said Mr. Dooley. "Ra-aley, I'm surprised at yer ignerence, Hinnissey. Shure, 'tis star-rated be sich patriots as Dave Parry, Fred Job an' President Elyut of Har-rvard, t' bust up the laabor unions. They are afraid, Hinnissey, that the laabor unions will over-run this grand and glorious country of ours, an' there wud be no wan left t' organize into Citizens' Alliances an' Business Min's Associashuns. An' so they boost th' open shop.

"Whut is the open shop? Shure 'tis a shop where they kape th' dure open t' accommodate th' consttant stream of min comin' in t' take jobs cheaper thin th' min whut has the jobs. 'Tis like this, Hinnissey—suppose wan of these free-barn citizens is workin' in an open shop fer th' princely wages of wan large iron dollar a day fer tin hours. Along comes another free-barn son-of-a-gun, an' he sez t' th' boss: 'I think I cud handle th' job for ninety cents.' 'Shure,' sez th' boss, an' th' wan-dollar man gets th' merry, jinglin' can, an goes out into th' crool wurd t' exercise his inalienable roights as a free-barn Amerycan citizen, an' scab it on some other poor devil. An' so it goes on, Hinnissey. An' who gets the benefit? Thru, it saves th' boss money, but he don't care no more fer money than he does fer his roight eye. It's all principle wid him. He hates t' see his min robbed of their independence, regardless of initifing else." "But," said Mr. Hennessey, "these open shop min ye minshun say they are fer th' unions, if properly conducted." "Shure," said Mr. Dooley, "if properly conducted. An' there ye are. An' how wud they have them properly conducted? No strikes, no contracts, no scale, hardly iny wages, an' dam few mimmers."

"Tis a foine mon t' wur'rk in an open shop," said Mr. Hennessey.

POEM ON WOMAN

This little poem, reprinted from the "London Daily Express," gives a pretty picture of a woman:

Happy a man may pass his life
If he's directed by a wife;
If free from matrimonial chains
He's sure to suffer for his pains.

No tongue is able to unfold

The virtues in woman you behold;
The falsehoods that in woman dwell
Are almost imperceptible.

In woman's heart you'll see appear
Truth, darling of a heart sincere;
Hypocrisy, deceit and pride,
In woman never can abide.

Destruction, take the men, I say,
Who no regard to woman pay;
Who make the women their delight,
Keep always women in their sight.



If you are wondering why the editor thought the poem was worth reprinting, you have a point. What interested him was that the poetry can be read two different ways. First read it line for line and it seems to give women grand praise. Then try reading every other line. Second and fourth of each stanza and first and third of each. Tricky, eh?

NO COOLIE LABOR

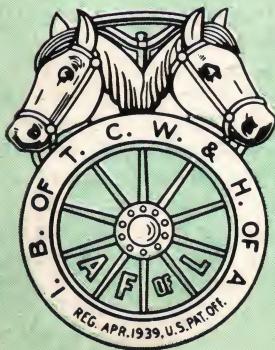
The editor wrote a warning to all Teamsters and to all other workingmen as well on the question of allowing more Chinese workers into the United States.

With the coming of another Congressional session, the editor feared there would be another attempt to break down the barrier which had been placed in the way of this horde of cheap labor.

"Of course, there is reason for complaint against the indiscriminate immigration of peoples of other countries, and all realize that some better regulation and restriction are essential in regard to this, but such classes of immigration cannot be considered on parallel lines when discussing the immigration of Chinese laborers."



*Wife Saver
at work!*



Teamster
HAVE IT DELIVERED